1973

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THE LABOUR GAZETTE

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DOCUMENTS

"What does the Canadian Labour Congress want from the Government? . . . (1) as little unfavourable legislation as possible; (2) as much favourable legislation as possible; and (3) sympathetic administration of all legislation." See: Labour's Lobby in Ottawa: How the Canadian Labour Congress Influences Government Policy, by David Kwavnick.

ABOUR
AZETTE

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Labour Canada Travail Canada

NEWS BRIEFS

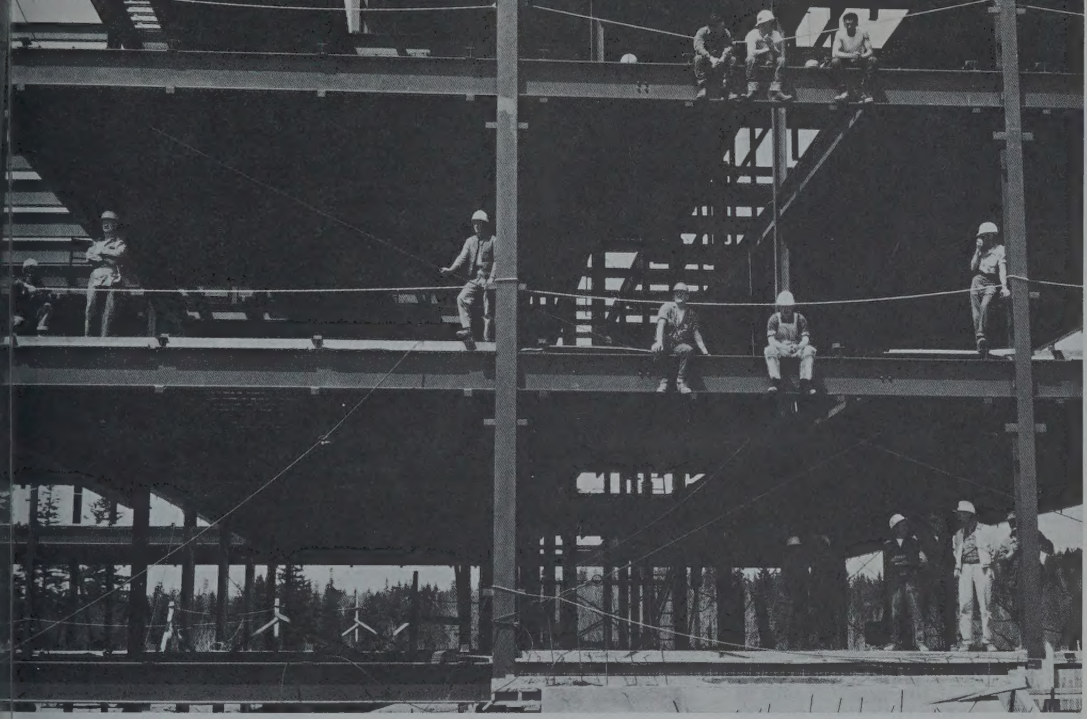
■ **Three Québec union leaders, in prison since early February, have received a partial release from Orsainville prison.** Marcel Pepin, Confederation of National Trade Unions, Louis Laberge, Québec Federation of Labour and Yvon Charbonneau, Québec Teachers Federation, released on May 16, must return to jail every weekend until September, when they become eligible for unconditional release. All three were found in contempt of court for counselling workers to disobey court injunctions ordering a return to work in some Québec hospitals during the April, 1972 strike of about 200,000 Québec public servants.

■ **The manpower mobility regulations affecting workers who must leave home to seek employment have been amended.** The amendments provide a daily allowance of $13 up to a maximum of five days, to workers seeking employment away from home. Home-buying assistance was increased from the present $500 to $1,500 for families who are relocating and who do not own a home, while the practice of paying $1,000 to workers who are obliged to sell their homes has been discontinued.

Special travel grants have been introduced for disadvantaged workers to enable them to travel from areas where there are no manpower services to areas where special testing and counselling services are available. The disadvantaged workers will enjoy benefits identical to those workers on job-seeking trips, and will include travel and living allowances.

■ **The Saskatchewan Ca has authorized the establish of an employment practice vey unit in the Saskatchewa partment of Labour.** The un develop and implement r surveys of employment, v and working conditions in p cial business establishment sulting in information on c provincial wage and salary by occupation, industry and graphic centre.

In making the announcemer bour Minister Gordon S pointed out the major uses f information: provision of l market information; formu of government manpower p researching investigations re to labour mobility and in maintenance programs; dete ing pay and other criteria bour-management negotia and servicing of general re from the private sector.



equest for the establishment
survey unit was supported
number of labour and busi-
ssociations, Snyder reported.

**he first Canadian to become
lent of a major international
r union, William H. Burnell,
in Cornwall, Ontario, on
i28, at the age of 80.**

ll rose through the ranks of
bour movement to become
ent-secretary of the former
ational Brotherhood of Pulp,
ite and Paper Mill Workers,
became the United Paper-
rs International Union last
r.

ll, the son of a London
, first joined the labour
ment in Britain when he was
ve years later, he came to
a and in 1913 went to work
for the Spanish River Pulp and Paper Company at Espanola, Ontario. The following year, Burnell and fellow workers formed Local 74, IBPS and PMW.

In 1963 he was appointed acting president-secretary of IBPS and PMW, continuing in that position until 1965, when he formally assumed the position.

■ **The Canadian Manufacturers' Association has issued an 84-page manual advising employers on how to deal with strikes.** The book, first of its kind for Canadian employers, provides a checklist of the things management should do before, during, and after a strike. It is intended primarily to help the small business organization that has no guidelines about how to handle strikes.

The foreword to the pamphlet says: "There are rarely any winners in a strike. The first concern of management should be to avoid the strike by trying to remove contributory causes. However, the Association believes that, under certain well-defined circumstances, the right to strike is a necessary concomitant to a free society. It is axiomatic that employers have a responsibility to meet the contingency of a strike if our collective bargaining system is to work."

■ **Trade unions must no longer limit themselves exclusively to safety at the work place** according to CLC President Donald MacDonald. Opening the CLC's eighth annual congress on Health and Safety, MacDonald, stated that labour must move out into the community; "labour has an unmistakable obligation and a tremendous stake in the prevention

of accidents at work, in the streets and highways, at home and elsewhere, because of the ill effect of loss of earning power on workers and their families."

Safety programs that could be implemented at the local union level were outlined to the 200 delegates, who represented some 7,000 CLC-affiliated local unions, labour federations, and councils. The three objectives of the program should be: continuous educational activities within local labour councils and provincial federations of labour; co-operation of union members in community safety work; and the mobilization of labour support for improved safety legislation.

■ **New professional jobs are opening up at the greatest rate in ten years.** The Technical Service Council reports that in the first quarter of 1973, the number of job vacancies was up 74 per cent over the same quarter of 1972.

The TSC's quarterly survey of 1,400 manufacturers, construction companies, consultants and mines shows a 54 per cent increase during the last year in job vacancies for executives, accountants, engineers, scientists and other professionals.

Shortages in certain occupational groups—mechanical sales engineers, plant engineers, accountants, systems analysts and computer programmers—and an unwillingness to work outside major centers, have lead at least 25 Canadian firms to recruit in Britain.

Among recent university graduates, Bachelors of Arts and General Science, some Masters of Arts and Ph.D.s are experiencing difficulty in finding jobs. A university degree is no guarantee of a job; many employers are demanding experience.

A non-profit organization, the TSC was established in 1927 to combat the brain drain. Financed by about 400 companies, the TSC has 1,400 firms listing jobs with it.

■ **The Canadian Labour Congress will be spending $1,000,000 on a campaign to organize blue-collar workers and head off breakaways from international unions.** The Congress will provide $50,000 and it is hoped that the affiliated unions will raise the rest of the funds.

Wilf List, a reporter with **The Globe and Mail,** asserts that **the CLC's campaign is an attempt to ward off the Council of Canadian Unions,** which in the last year has gained considerable strength in the west. List states that CLC President Donald MacDonald has acknowledged that a strong sense of nationalism has been a major factor in breakaway movements.

The CCU, which began as a ely-knit organization, clain now has a membership of 2 Two groups from British Colu have recently left their int tional unions to join the ran the CCU-440 sawmill worke the International Woodwork America and approximately workers of the United S workers of America with Alc Kitimat.

Included in the CLC's camp will be a drive to bring non-u blue-collar workers into th bour movement. A 15-man mittee plus four Congress of will direct the program.

■ **The inflation-unemploy trade-off "seems now to be favourable" than it was bet 1953 and 1965,** states a r study by S. F. Kaliski, prepare the Economic Council of Ca In a report titled, **The Trac between Inflation and Unem ment: Some Explorations o Recent Evidence for Canada** liski notes that changes ir structure of unemployment not been accountable for a rioration in the trade-off. He points out that **price change now more fully reflected in changes** than they were bet 1953 and 1965.

Another ECC report, The Pa of Taxation in Canada, single "the extremely regressive n of the tax system at the low e the income scale and the la progressivity over the remai author Allan M. Maslove fu noted that a substantial pr tion of Canadian family uni included in the low end of th come scale and are subject t regressive tax system.

ove's study also says **"it ap- that as the levying govern- moves from the federal to provincial to the municipal the tax system generally be- s more regressive over the e income range."** He notes lower levels of government difficulty levying taxes that irectly income-related. Since hese taxes that are progres- (increase with income), the ity of these governments to hese revenue sources results ressive tax systems.

he Canadian Labour Con- leads the Commonwealth in ivolvement in education, ac- ng to Joe Morris, CLC Vice- dent and Chairman of the l of Governors of the Labour ge of Canada.

is said that he had been zed" when, at a recent Gen- Commonwealth Trade Union erence, it became apparent, he representatives of each er state of the Common- h rose to their feet ... that rogram in Canada is without ion the largest one operated y trade union center on a ntage basis of the involve- of its members."

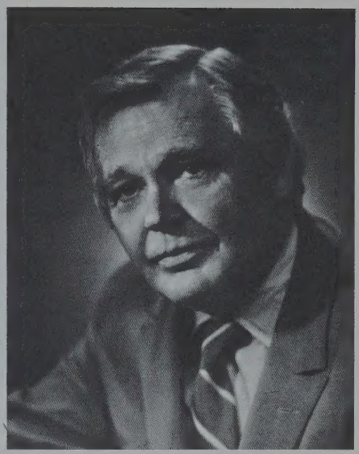
s, who was addressing 60 sh- and French-speaking unionists attending the 1973 of the Labour College, also ned the unionists that not gh is being done by the CLC field of education.

The College, founded in Montreal in 1963 under a charter issued to the CLC and universities of Montreal and McGill, is a bilingual institution of higher education for trade union members that annually "gives the union movement a new transfusion of leadership candidates."

■ **Larry Sefton, 56, Director of District 6, United Steelworkers of America, and one of Canada's top union leaders, died May 9 from lung cancer.**

He was a member of the union's international executive board and vice-president of the Canadian Labour Congress. Previously, as chairman of the CLC's White-Collar Committee, he had been a key figure in developing momentum within the congress to undertake the current white-collar organization drive.

As District 6 Director in charge of 125,000 unionists, Sefton supported international unionism and fought for autonomy in the Canadian sections. Sefton, who had announced his official retirement for June 1, had recently been nominated for the post of international vice-president but he refused.



Larry Sefton

Sefton began working as a gold miner when he was 16 years old; he was a union organizer and later played a major role in the 1941-42 strike by the International Union of Mine, Mill, and Smelter Workers against Kirkland Lake mine operators. When the strike collapsed, he moved to Toronto and became active in a Steelworkers local where he took a leading part in the 1946 Steelworkers strike against the Steel Company of Canada in Hamilton.

He served as the union's senior representative in the Hamilton and Niagara area, in 1953 being elected director of District 6, which covers Ontario, the Prairie provinces, and British Columbia.

INTERNATIONAL ROUNDUP

■ **James R. Hoffa, former president of the International Brotherhood of Teamsters, has announced his intention to run for the presidency of his local** in Detroit next year despite legal restrictions that exclude him from union activity until 1980. The restrictions were included in the terms of a 1971 commutation granted after Hoffa had served 58 months of an eight-year prison sentence for jury tampering and pension fund fraud while he was president of the Teamsters union. Hoffa announced his plans after Dave Johnson, President of the local, said his forthcoming retirement would take effect November 1974.

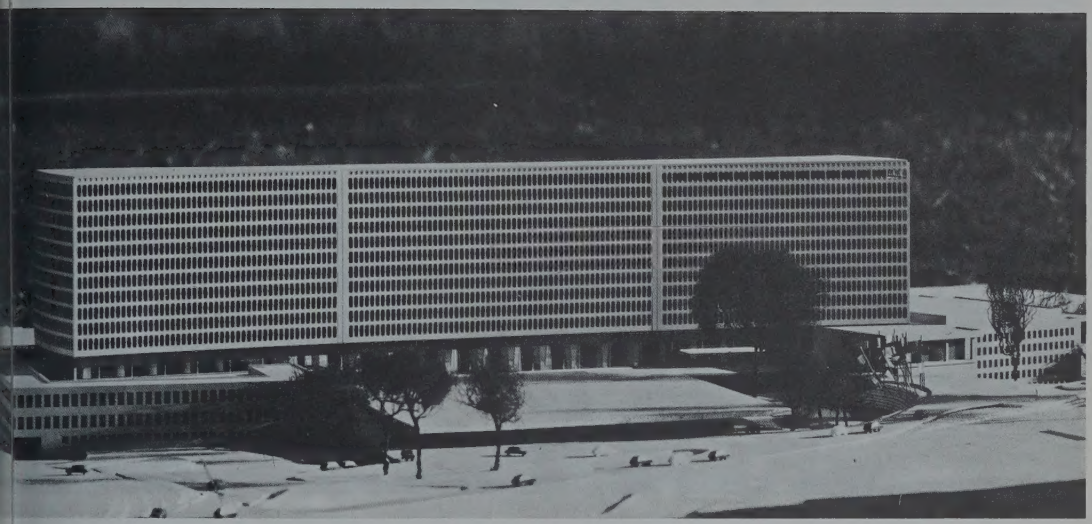
■ **A Swedish government committee investigating the working environment has recommended that workers be given a voice in matters affecting their health and safety at work.** The committee's first report, submitted after three years of investigation, outlined methods for strengthening the positions of the safety representatives: they will have the authority to decide on the length of time required for a task; will plan new stationary workplaces; and will have the right to stop dangerous jobs. The report also recommends that The Workers Protection Board and the Labour Inspectorate be enlarged in order to more effectively supervise legislaton governing protection of workers.

The 80,000 safety representatives of Swedish industry, elected by their fellow workers, will be encouraged to give their opinion on the report. If the latter is instituted by the Swedish government, it will be the first time that workers will control certain elements of their work environment.

■ **China's trade unions,** v
disappeared five years ago
cause they concentrated
much on improving workers
fare, **have been revived.**
unions had been replace
workers' representative
mittees. The term trade uni
being reintroduced to give a
dardized name to workers' o
zations and to simplify rel
with foreign trade union orga
tions.

■ **The number of strikes in**
during the first half of this ye
dicate the growing dissatisfa
of a populace heading to
troubled times.

Late in April, a strike by ra
workers and public servants
alyzed the country. Sim
neously, there were strike
dock workers, postal and tele
munication workers, pilots, h
tal workers and teachers.
strikes affected about 53.2 m
people or nearly half the p
lation, according to spokesm
the 69 unions involved.



■ Scale model of the International Labour Organization's new headquarters in Geneva. The building, scheduled for completion by 1976, will feature a concave main office structure with wings at either end to group specialized services. It was designed by architects Beaudoin, (France); Camenzind, (Switzerland), and Nervi, (Italy). Canada's gift to the new building was a total of 9,500 square feet of luminous ceiling fixtures valued at $40,000.

from wage demands, the sue was a campaign by pub- orkers for the right to strike for pardon for past illegal action.

Minister Kakwei Tanaka has past condemned strike ac- as a challenge to parlia- ary democracy. The anti- law originated with General las MacArthur, supreme mander of the occupation , on the eve of a general in 1947.

April, 1973 strike ended in off. The Government gave e agreement to the key issue punish the strikers. It also to study the unions' de- s for the right to strike.

■ **British workers launched a one-day strike, May 1, to protest their Government's wage and price policies.** The May Day strike, which disrupted public transportation and stopped publication of newspapers, was organized by the Trades Union Congress, the central organization of British labour. Victor Feather, General Secretary, stated that the strike was not meant to be a general strike, but rather, "a spontaneous expression of what one might call resentful and reluctant acquiescence to Phase Two of the pay policy, and of protest, in particular, about rising prices."

According to the Department of Employment and Productivity, only 1.6 million out of a total of 23 million workers joined the stoppage. Prime Minister Heath said that the strike "is not a party interest ... and the great majority of workers in this country have failed to follow the Opposition's advice to go on political strike."

The Government's anti-inflation program began in November 1972 with a three-month freeze on pay increases. In January, Phase Two set a pay increase ceiling of about $2.50 plus four per cent a week. For most industrial workers, this meant raises of about 7 or 8 per cent—half last year's rate.

■ Australia's Minister for Social Security, Bill Hayden, announced recently his government's proposals for **a new social security and pension system.** The program consists of four new schemes: national health insurance, national compensation for wage and salary earners with disabled injuries, national superannuation, and a guaranteed annual income. The guaranteed annual income would provide a basic income for all citizens. If an income moved below an acceptable level, it would then be supplemented by the government. The health insurance scheme will be introduced in 1974 and the other schemes within two years. If the government's proposals are fully implemented, Australia will have one of the most progressive social welfare systems in the world.

William G. Hayden

■ **Voluntary overtime, h and safety measures, huma tion of the workplace, and non-economic issues are exp to be the UAW's top priorit** contract talks opening in mid Current contracts with the Three autoworkers expire in tember. The UAW, which sents 770,000 employees, in ing 50,000 Canadians, will al negotiating for **substantial and pension increases, ap proved cost of living formula a profit-sharing scheme.**

The UAW views voluntary time as a major step toward h nizing the work environment cial emphasis will therefo placed on demands for co changes to abolish mand overtime.

JAW has served notice that it **more democracy and less soline in the auto plants.** The n believes that discipline d be withheld until grievcedures, including arbitin, have been completed. In dcock's words, employers "accept their employees—nembers—as human beings." Canadian branch will also **de-the right (now enjoyed by ican members) to strike, dure life of an agreement, over uction standards** such as d-ups on assembly lines.

dified health insurance pro- including a family dental will be proposed. In addin Canadian auto workers are demanding: **(1) recognition of alcoholism and drug abuse as medical problems; and (2) retention of job seniority and benefits when employees are undergoing rehabilitative treatment.**

Canadian Director McDermott has recommended an **international cost of living index** that would be a weighted composite of the U.S.-Canadian consumer price indexes. This would mean that increases in hourly wages would be the same for both Canadians and Americans.

For the first time in 15 years, the UAW will request a share in the profits of the Big Three car manufacturers. Woodcock reportedly said, "either they reduce their monstrously high-profit target and reduce their cost to the consumer, or we shall demand that they share those profits on an equitable basis." General Motors recently announced profits of $2,100,000,000 for 1972, and Chrysler announced earnings of $220,500,000 in the same year—its best since 1965.

■ **The Government of South Africa has introduced legislation in Parliament that would give black workers the right to go on strike for the first time in 30 years.** Though instances in which strikes by blacks will be legal are to be strictly limited, the proposed legislation is a major concession by the Nationalist Party Government of Prime Minister John Vorster.

The new Bantu Labour Relations Regulation Amendment Bill does not allow blacks to form recognized trade unions that can bargain collectively in the same way as South Africa's white trade unions, but it contains provisions aimed at encouraging employers to set up black workers' committees and, in effect, empowers the Government to force recalcitrant employers and passive black workers to establish such bodies.

Under the new legislation, a dispute must be referred to a black workers' committee and, if that committee fails to reach agreement with the employers, to a government labour officer. If the dispute has not been settled within 30 days, the black workers may legally strike. But strikes will continue to be illegal in essential services or industries concerned with perishable goods. They will also be forbidden if a workers' committee has not considered the workers' grievances.

■ A detailed study of international trade trends conducted by the U.S. Tariff Commission shows that **giant U.S.-based multinational corporations are "shifting the focus of their dynamic expansion away from Canada and toward other areas,** chiefly Western Europe."

The 1,000-page report entitled **Implications of Multinational Firms for World Trade and Investment and for U.S. Trade and Labour,** covers the five-year period 1966 to 1970 and concentrates on U.S. relationships with seven major trading partners—Canada, Britain, France, Mexico, Brazil, West Germany and Belgium-Luxembourg. It was prepared for the U.S. Senate Committee on Finance and its Subcommittee on International Trade.

Commenting on capital investment in Canada in the manufacturing area, the report states: "In 1970 . . . total spending by U.S. direct investors reached $6.5 billion, up 42 per cent from $4.6 billion in 1966. Sixty-four per cent of the total was spent in the seven countries, a slight drop from the 66 per cent share of 1966. Howev rather precipitous drop in ada's share of the total is th clusive reason for the declin vestment spending in Canad slightly in absolute terms heavily as a proportion of th tal, reflecting **a tendency sinc mid-1960s for U.S. investme Canadian manufacturing to** off while investment in the re the world continued to grow idly."

Between 1966 and 1970, "the long-term capital inflow to ada decreased from $1.04 b to $780 million, with the U.S. tinational corporations acc ing for most of it." The comp affiliates abroad increased sales of goods and services $109 billion to $180 billion i same period.

0 YEARS
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as given in the 1923 July is-
e **The Labour Gazette.**

e dea of founding a Society of
e ind was first conceived by
M. Loria, who was born in
anua in 1814 and died at Milan
192. On his retirement from
siess, Mr. Loria, who was a
ahy widower without chil-
en endeavoured to find some
rm of charitable work organized on new and original lines. In the course of his observations of society he had been struck particularly by the miserable spectacle offered by the large number of beggars and vagabonds to be seen in the streets. He conceived the idea of founding an institution to assist these unhappy creatures to find a profitable occupation and earn an honest living.

He published some pamphlets explaining his scheme, the most important part of which was to institute a "house of work" (Casa di Lavoro), in which the outcasts of society would be provided with employment provisionally until permanent work could be found for them. Mr. Loria endeavoured, at first without success, to persuade the municipal authorities to take up the proposal and to contribute to the cost.

At his death he bequeathed almost the whole of his fortune (about 10 million lire) for the purpose of founding the Umanitaria Society which he had suggested, to the municipal authorities of Milan, the condition of the bequest being that the society should be founded as a legally incorporated institution before December 31, 1893. The municipality accepted the legacy and proceeded to take steps to found the Society. The relatives of the deceased, however, contested the will, and for that and other reasons the Society was unable to begin its work until 1902.

The Society was organized on a democratic basis. Membership was open to everybody on payment of a small contribution, and all members took part in the working of the society. According to its rules "the object of the Umanitaria Society was to give all the unfortunates and outcasts of society an opportunity of redemption by their own efforts, by giving them the assistance they require and providing them with work and means of instruction." The rules also provided that the Umanitaria Society of Milan was to promote the institution of similar societies in other places. These societies were to be independent bodies grouped together on a federative basis and attached to the original society in Milan."

The legacy of the founder of the Society, though representing a large sum for the period, would have been inadequate for the requirements of the Society without the addition of a number of other donations from various benefactors, and the financial support received for certain specified purposes from various public and private charitable organizations. The various branches of activity were assigned to "offices" or to special bodies of which the most important were: the employment office, the agrarian office, the information and translation bureau, the "house of work," the emigration office and emigrants' hostel, and the social institute (Museo sociale).

The employment office of the Umanitaria Society was the first in Italy. It served as a model for the organization of the state employment office (Ufficio del lavoro) which was set up later. The office undertook a number of enquiries concerning the conditions of industrial and agricultural workers, housing, occupational diseases, home work, etc. It published a number of monographs on special questions and supplied a considerable quantity of statistical material to workers' organizations and students of social problems. It organized the "Employment Exchange Association" (Consorzio per il Servizio del collocamento), instituted a system of unemployment benefit, and was instrumental in organizing the first international congress on unemployment which was held in Milan in 1906.

The agrarian office did much to promote the development of co-operation amongst agricultural workers. The foundation of the Federation of Co-operative Societies of Production and Labour in the Province of Milan was due in large part to the efforts of the organs of the Umanitaria Society. It also contributed to the foundation of the Co-operative Credit Institute and many other similar institutions. The agrarian office conducted many experiments for the solution of difficult social problems.

The information and translation bureau was instituted for the purpose of assisting trade unions and co-operative societies in their work, particularly in their relations with similar movements in foreign countries. The bureau received publications from all countries and translated them into Italian for the benefit of associations.

The "house of work" for many years provided easy work for unemployed persons without means of subsistence, while at the same time endeavouring to find work for them with private employers.

The assistance of emigrants was a branch of the activities of the society which had been carried on for many years. According to a communication of the Italian General Emigration Department, quoted in the 1923 March issue of **The Labour Gazette,** the total number of emigrants from Italy in 1922 was about 260,000. The society had a number of local offices throughout Italy, which were in touch with the head office and supported by the latter. It had also branches at various points on the frontier, at ports of embarkation, and in the main centres in the countries of immigration. The society did much to assist repatriated emigrants, the unemployed and war refugees.

The Social Institute was responsible for all work connected with the study of labour problems. It organized conferences on labour questions and entrusted to special committees or to individual students the task of investigating particular social phenomena, thus steadily increasing its store of scientific material. The Institute was open to all who required information on social questions. Before World War I it had organized a School of Social Legislation and courses of training for factory inspectors, managers of co-operative societies, officials of mutual benefit societies and trade unions. These activities were resumed after the war and extended to many other cities in Italy as the result of an agreement concluded between the Umanitaria Society and the National Co-operative Credit Institute. The classes at headquarters were reorganized with a view to creating a university of labour on the model of the English labour colleges.

The Umanitaria Society achieved remarkable results in its efforts towards the education of young workers. It founded an electro-technical laboratory, a school of applied arts, a school for the printing trade and a school for the tailoring trade. It contributed both financially and otherwise, to the foundation of a school for watchmakers, a school for chemical industries and the manufacture of soap, varnish and oils, etc., and a school for the paper-making industry. It founded a school of vocational training for girls, with a view to replacing the apprenticeship system, which had proved unsatisfactory, and instituted Sunday and evening courses of introduction in tailoring, dressmaking, embroidery and laundry work.

In view of the increasing gra
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the Society to organize from
to time, exhibitions of ind
art which gave the public a
portunity of appreciating the
done in its training schools.

ABOUR'S LOBBY IN OTTAWA: HOW THE CLC INFLUENCES GOVERNMENT POLICY

DAVID KWAVNICK

The terms "pressure group" or "interest group" often carry sinister overtones in the mind of the general public. They conjure up pictures of wicked and self-seeking vested interests corrupting public officials and political leaders in an attempt to despoil the public. This view can often be supported by pointing to the occasional scandal, but, for the most part, it is far from the truth.

In theory, lobbying is merely an extension of the ancient and fundamental right of petition. Going beyond the theory, many contemporary political philosophers would argue that private organizations that mediate between the individual and the State are a necessary part of a democratic society. The absence of such organizations, or their existence only under thinly disguised government auspices, is, they would argue, characteristic of totalitarian regimes that will not tolerate any focus of loyalty other than the State itself. The individual is left powerless, ineffective and isolated in his relations with an all-powerful state.

The most outstanding features of lobbying in Canada today are its extent and nature. The number of permanent organized groups dealing with government runs into the hundreds, and includes representatives of increasingly specialized interests. In addition to the large organizations whose names are almost household words—the Canadian Federation of Agriculture, the Canadian Labour Congress, the Canadian Manufacturers' Association—there is a multitude of more specialized and less well-known organizations, such as the Canadian Toy Manufacturers' Association, the Canadian Structural Clay Association, the Canadian Society for the Abolition of the Death Penalty, and the Confectionery Association of Canada, to name but a few. There is even a Canadian Potato Chip Association—organized to seek repeal of the tariff on "chipping" potatoes.

The nature of Canadian lobbying has been changing in recent years. The organizations themselves have become better organized and more bureaucratized, with the result that the style of lobbying has itself undergone certain changes. In particular, it has been regularized, formal channels of communication have been established between the groups and government, and, finally, close day-to-day working relations, highly valued by both interest-group representatives and public officials, have grown up.

David Kwavnick

Taken all-in-all, **lobbying is a normal part of the cess of democratic government.** Lobbyists orga opinion, articulate it to government, act as unof ombudsmen, sponsor joint activities such as nati conferences, and, in general, manage to keep themselves and their counterparts in the public vice occupied.

Labour representation at the federal level in Ca is provided primarily by the Canadian Labour C gress, a secondary role being played by the Con eration of National Trade Unions. Individual un will, from time to time, deal directly with the G ernment of Canada, but, except at the local l they do not usually do so on a continuing basis.

What avenues of access are open to labour's re sentatives in dealing with government? There a number, some ritual and public, others private more seriously devoted to discussion of particula sues; and there is the well-trodden path of day day relations with government officials.

est known of the public ritual meetings is the l presentation of a formal brief in late winter, y in February. Representatives of the CLC meet host of the Cabinet, the event is covered by the and a lively discussion sometimes ensues. **The s important less for its content than for the cir- ances surrounding its presentation.** The real of the presentation is symbolic: it is a public af- on of the status of organized labour and of the f the Canadian Labour Congress as a spokes- t gives the CLC leadership an opportunity to union leaders from all parts of Canada to as they give the Government "what for," and onstrate how uncompromisingly they defend erests of organized labour.

er example of public, or semi-public, ritual ac- the meetings of the various representative ad- boards to which private organizations, includ- e CLC, have nominated members. Some les are the National Advisory Council on Rural opment, the Canada Pension Plan Advisory ittee, the National Technical and Vocational g Advisory Council, and the National Council lfare. These bodies meet, usually once or twice ear, hear reports from senior government offi- discuss government policy and, from time to pass resolutions that have no effect upon gov- nt policy. Indeed, according to Helen J. Daw- ho has studied the Canadian Federation of Ag- re: "There is a tendency for Ministers to view ry boards as a good way of getting farmers' re- actions to proposed policies. Very few Ministers think that Federation representation is an effective means of influencing the ultimate form of policies. The Deputy Ministers and other senior administrative officials think that the most useful function of the advisory committee is that it allows the department to explain policies and the reasoning behind them to the representatives of the special interest groups. They share the Ministers' doubts about the probability of influencing policy." The only exception has been the Economic Council of Canada, probably because it is the only representative advisory board with its own highly competent, full-time research staff.

The Congress has repeatedly asked the Government to create more representative advisory boards—on such subjects as manpower, immigration and automation, and on problems in troubled industries such as aircraft production and textiles—but, to the CLC leadership, the most important consequence of such boards is not the recommendations they may make, but the symbolic value attached to being asked to nominate members to sit on them.

A serious, private meeting with one or more ministers is usually the most effective avenue of access in dealing with political leaders. A curious aspect of such meetings is that they usually concern matters related to the organizational maintenance and enhancement of the CLC or to the protection of its

MacDonald Munro Segal

MacDonald Wilson Munro Morris

status. A possible explanation is that a meeting with one or two ministers would probably not be sufficient to alter the Government's position on an important matter of public policy, whereas problems arising out of the day-to-day administration of existing laws are best dealt with by going to the officials concerned.

The most effective avenues of access available to labour's representatives in their relations with government officials are below the ministerial level. Contact is frequently on a day-to-day basis between people working in the same specialized areas as, for example, industrial safety or international labour affairs. It is often true that, in such cases, the shared professional concerns come to be of greater significance in the relationship than the fact that the people involved supposedly represent different points of view.

Even in the less technical areas, close day-to-day relations at the lower levels tend to blur the sharp distinction between Government and interest group, and to promote the development of a common point of view. Among the relationships that tend to develop such a common point of view are participation in national conferences, membership on various committees, and co-operation in the work of the International Labour Organization. As one middle-ranking official in the Department of Labour said: "You spend a month with them in Geneva for the ILO meeting every year; someone from this Branch always goes; this inevitably influences your priorities quite a bit."

The work of the CLC and its representatives i ing with the Department of Labour is made co ably easier by the fact that **many officials in t partment see their role as one of providing a to labour.** As one senior official remarked: "A this is a Labour Department. It's more a ques our helping them than of their helping or hir us."

The relationship between the Canadian Labou gress and public service employees is, howeve ject to one overriding consideration—the lim posed by government policy. Although the C obtain a multitude of small favours as a result close day-to-day relations with government o those favours cannot go beyond the bounda by established policy.

What does the Canadian Labour Congress wan the Government? A number of things, which summed up in the following terms: (1) as lit favourable legislation as possible; (2) as much rable legislation as possible; and (3) sympathe ministration of all legislation.

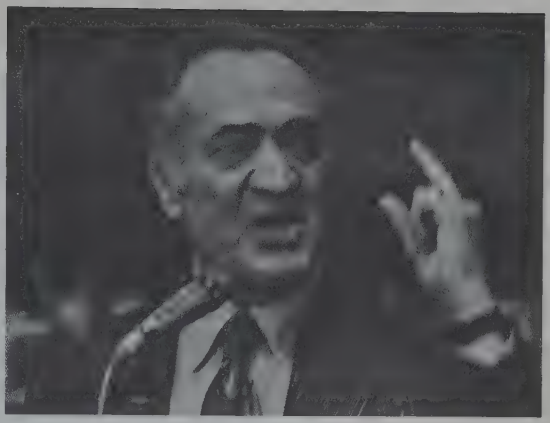
The specific demands made upon the Gover as set out in the annual Memorandum, fall r into three categories. In the first, there are t mands respecting the legal status of relatic tween labour and management. These deman ally deal with the Industrial Relations and D Investigation Act, the Criminal Code, and oth ilar matters. The aim of the CLC is, of cou strengthen the hand of labour unions in the ings with management. Generally speakin wide-ranging demands in this field are repeat after year, although it is quite certain that th not be met—not because the Government is bour, but because no government likes to u well-balanced status quo unless circumstance it to act. For the same reason, the Governmen in a similar manner to demands from busines nizations asking for legislation that would ha unions.

Although the major demands of the CLC in the field of labour legislation generally go unanswered, the Congress has been successful in attaining lesser objectives. One example would be its participation in the drafting of the regulations under Part III of the Canada Labour Code (Labour Standards). The Code itself did not emanate from demands made upon the Government by the CLC. The contribution of the CLC was a consequence of its day-to-day relations with senior officials in the Department of Labour, which enabled it to bring about the upward percolation of certain policy advice that was eventually embodied in the Code.

Various specific demands made by the CLC were met in the Code but the decision to introduce the Code was not made in response to CLC demands. Governments usually act in order to secure their own political advantage, and the Government acted the way it did in this instance because it considered that enactment of a labour standards code would be politically advantageous at the grass roots.

Statutes like Part III of the Canada Labour Code and its regulations have the effect of taking certain employee benefits out of the collective bargaining process by providing for them legislatively. Unions are thus relieved of the need to bargain for these benefits, and are thereby free to concentrate on other matters, or on obtaining higher levels of benefits.

The CLC can frequently obtain favours from the Government, not because the latter is yielding to pressure, but because it has definite reasons of its own for wanting the same thing. One example was the sudden rush of activity, in the mid-1960s, in the matter of ILO Conventions dealing with subjects that fell within provincial jurisdiction. For many years, the CLC had been asking the Government to act on these Conventions; but their requests had gone unanswered. Why the sudden rush in the mid-1960s? According to one high-ranking official in the Department of Labour, the Government's interest in Conventions dealing with matters that come within provincial jurisdiction was prompted by the fact that they could be fitted into the context of "co-operative federalism"—a policy that the Government was then very anxious to promote.



Si Bresner

In the second category of demands are those that deal with social welfare legislation. The reason for the interest of the CLC is obvious: as the representative of organized labour, it is expected to make demands in this area. These may be characterized as perennial demands because, no matter how far the Government goes in meeting them, the CLC can always come back and ask for more.

In the third category are the demands that touch on the privileges, prerogatives, status and organizational integrity of the CLC and its affiliated unions. Examples are: the long dispute with the Diefenbaker Government about CLC nominations to public boards, commissions and other advisory bodies; and, in particular, the lobbying undertaken by the CLC in 1967 and 1968 in opposition to the demands of the CNTU concerning the reorganization of the Canada Labour Relations Board. It is these demands that have caused the most ill-will between the CLC and the Government.

How successful has the Canadian Labour Congress been in its relations with government? It would appear that the determining factor in the success or failure of any particular demand is existing government policy. If a particular demand is helpful in furthering the government's policy objectives, then the chances that it will be met are high. Conversely, if a particular demand runs counter to the government's policy objectives, there is virtually no likelihood that it will be met. If there is no established government policy on a particular matter, then a demand that is not opposed by any other major group may be met, whereas the opposition of another major group will normally result in deadlock and the preservation of the status quo.

The net result of these "rules" is that **it is much easier to block change than it is to initiate it.** This is especially true in the case of far-reaching changes. Consequently, it may be said that **the CLC is most effective as a lobby when it acts as a "veto group"**—that is, when it attempts to prevent the coming to pass of developments that it regards as undesirable.

The above discussion has focussed attention upon **existing government policy as a prime determining factor in the success or failure to obtain satisfaction of most demands made upon government.** It is therefore necessary to turn to the problem of policy development in order to determine whether or not it is possible for interest groups to exercise an influence there.

It should be stated at the outset that the two most important factors in the development of policy are the politicians' own views concerning the national interest, and their assessment of what might accrue to their own political advantage. Any attempt to alter government policy must fall within the limits set by these factors, or the politicians must be convinced that their view of one or both of these factors ought to be altered.

Although, by itself and in the short run, the CLC can do very little to change government policy, it can influence policy indirectly and in the long run. The most obvious means, and probably the most effective, is the continuous contact between the CLC and the government's advisers in the public service. Through working closely with the officers and officials of the CLC on a day-to-day basis over a long period of time, the public service employees find themselves accepting the validity of at least a part of the CLC point of view. The policy recommendations they make to their ministers are thus influenced.

Another means by which the CLC may affect the formulation of policy on matters that are of concern beyond the bounds of organized labour itself is by joining with other like-minded groups in the sponsorship of national conferences and similar undertakings for the purpose of mobilizing public opinion behind a particular policy. But it is doubtful that even an alliance of interest groups could influence the formulation of government policy in a particular direction in the face of hostile public opinion. Thus, in order to be successful, an attempted mobilization must have a receptive public opinion.

Dodge **Munro** **MacDo**

The development of public opinion is a subjec study in itself and cannot be pursued at any le here, but a few points may be noted. Mass pu opinion is not made by the simple statement of tional argument. Mass public opinion may, howe be made by the constant repetition of an argun that is reinforced by events, especially far-reac and traumatic events like great depressions and jor wars. Such events create an underlying clima opinion that is receptive to certain kinds of polici

For the past four decades, the primary factors tributing to the formation of the underlying cli of opinion in Canada have been the depressio the 1930s and World War II. This climate of opi has been receptive to such measures as incre welfare legislation and recognition of the rights ganized labour. Thus the CLC, and other group vouring such measures, have enjoyed some degr success. Should the underlying climate of op change for some reason, the CLC and other minded groups would then find themselves as less and ineffective as those groups that, ove past four decades, have opposed the extensi welfare legislation and the recognition of the of organized labour.

(David Kwavnick is an associate professor of po science at Carleton University. He received hi from McGill University and his M.A. and Ph.D. Carleton. His recent book **Organized Labou Pressure Politics** was prepared as his doctoral d tation. The opinions expressed in this articl those of the author and do not necessarily refle views or policies of the Canada Department bour.)

HE ESCALATING COSTS OF RINGE BENEFITS

pyers can expect fringe ben-t osts to continue rising during e ext ten years, moving up to pximately 37 per cent of an-a gross payrolls from the esnt 29.1 per cent. Frank G. hon of Towers, Perrin, Forster, d Crosby (Canada) Limited ad this prediction in a speech le "Fringe Benefits: Where do e o from here?", presented to e pronto Chapter of the Finan-al ecutives Institute.

Frank Chown

"I'm sure many of you have reflected, that **there is nothing 'fringe,' or marginal, about benefits that cost Canadian employers from 15 to 35 per cent of their gross payrolls each year,"** he said. "In fact, the term has become somewhat of a euphemism. They might more appropriately be referred to as indirect or supplementary compensation, or as employment benefits."

Chown noted that fringe benefit costs rose from 22.8 to 29.1 per cent of payroll between 1961 and 1971 and that fringe benefits, in absolute dollars, now cost about two and one-half times more than what they did ten years ago. This growth in costs is not entirely unexpected, as most fringe benefits are related directly to payrolls, either by nature, design or periodic union negotiation, and costs will rise at least proportionately with payroll increases.

Several factors contribute to increasing costs, Chown said, including continued pressure for: the elimination of employee contributions in employee benefit programs; longer vacations, more paid holidays and earlier retirement; improved death and disability income benefits; higher retirement benefits; and dental benefits. Increased payments required by law for current government programs, as well as for new programs, also escalate costs to the employer. Four major influences raise both content and cost: government, economical and sociological factors, or union demands. He added that a fifth influence—the employer's perception of employee needs and resulting improvements in fringe benefits—could have been included.

Government has significantly influenced fringe benefits through its own benefit programs, Chown said, citing the Canada Pension Plan and the Québec Pension Plan. He pointed out that, although the joint plan was "probably the most comprehensive and well-designed social legislation to emerge in Canada this century," it did not reduce an employer's pension obligations. Public attention has focused on the adequacy of pensions, resulting in pressures on employers to improve plans.

He judged that, considering the experience of the United States, increases in C/QPP tax rates at some future time must be anticipated. The U.S. social Security required 5.85 per cent of the employee's income up to $10,800, contributed by both the employer and the employee. Of this, 1 per cent goes for Medicare. Currently, the Canadian rate is 1.8 per cent on earnings up to $5,600, with the first $600 exempt. He predicted a substantial increase in these contributions—perhaps not for another 20 years, more likely by 1980.

Unemployment insurance is another government program that increases fringe benefit costs. UIC benefits have increased in amount, as well as scope of coverage by expanding into the disability income area. On January 1, 1973, the unemployment insurance premium rate increased by more than 11 per cent and covered earnings by about 7 per cent—a total increase of more than 18 per cent from 1972. "In view of the substantial deficit encountered in the Unemployment Insurance Fund," Chown asked, "can we expect anything but further increases in UIC rates?"

In the provincial sphere medicare premiums are another area of uncertainty because **it is not known whether the spiralling costs of medical care will be reflected in rising premium rates.** There is also speculation on how to finance such additions as comprehensive drug benefits and dental benefits, Chown said, and perhaps Medicare premiums will be abolished in favour of financing through general taxation, sales taxes, or some other means.

Turning to government regula
Chown directed attention to
recent developments; Onta
commission to administer
anti-discrimination law; and
more liberal vesting requirem
proposed by various provi
pension commissions that ca
full vesting of pension benefi
age 40 and after five years of
vice.

**Benefit planners, he said, are
cerned about the threat to "
cal, needs-related" employee
efit programs from the
administration of sex and age
crimination regulations.** To i
trate, Chown cited the situatio
an employer providing a wid
benefit or a dependent spo
benefit, upon the death of an
ployee. "Defining the benefi
as 'widow' or 'dependent spo
is logical, but is clearly discrim
tory in favour of the male emp
ees," he pointed out.

"What if the new sex discrim
tion law required the benefi
to be defined as just 'spouse'?
would mean that the $25,00
year husband of one of the
ployer's secretaries could get a
income under the plan, destro
the needs-relatedness of the
efit and raising costs to the
ployer."

the "40 and 5" proposal of the incial pension commissions, wn noted that a highly con- itory plan would probably not r additional expense by lower- its vesting to 40 and 5, but cking in" the terminating em- ee's contributions may be inequitable and unpopular employees.

economic influences singled by Chown were inflation and ising standard of living. **Infla- he noted, has played an im- ant role recently because, as tion pushes wages up, fringe efits follow at approximately ame rate. As this continues, ost of fringe benefits may rise greater rate, he predicted, and per cent rise in wages may be portionately accompanied by a in fringe benefits that might ase fringe benefit costs by 20 rcent.** Chown projected that loyee emphasis on fringe ben- it will continue to raise employ- costs, as will inflation. The ological influences are, pri- ly, the attitudes and percep- of the labour force, accord- to Chown. "Today," he ned, "the social welfare sys- existing in Canada would to prevent any citizen from g terribly deprived if unem- ed. There is no real economic n why any employee must rdinate his own interest to of his employer, and he is than ever before to quit that loyer and seek another job or an extended vacation. With ising standard of living and asing wealth, everybody can se to work or not work."

Another element of the sociological influence, he said, is how the work force perceived its needs. Needs and priorities will change according to the economic circumstances of the perceiver, and will depend largely on how he sees his quality of life. While prediction is difficult, such sociological influences are likely to affect the employer fringe benefit costs.

Union demands may be expected to concentrate on fringe benefits in future, said Chown, citing the "30 and out" provision and the comprehensive dental plan contained in 1973 United Auto Worker demands. Regarding dental benefit costs, Chown referred to the experiences of Stelco, International Nickel and Falconbridge, suggesting that the cost of a dental plan would approach 1 to 1½ per cent of payroll.

Referring to universal pension plans, Chown said, "I believe there will be increasing pressure to negotiate pensions with unions, and it can be anticipated that the negotiated benefits will cost more than the pension benefits that are currently provided. One important reason for this will be the demand that the pension plan be non-contributory by the employee."

Disability income plans will be another item for serious negotiation, declared Chown, particularly long-term disability benefits. Disability pensions based on accrued pension credits at the time of disability prove inadequate for short service employees, and the unions are seeking long-term disability benefits similar to those for salaried groups—that is, a benefit based on current pay, and paid until recovery or death. He added, however, that there might be a problem finding an insurance company to underwrite such a benefit.

Demands for longer vacations and more paid holidays will continue, according to Chown, and will add to the increase in fringe benefit costs.

Chown outlined the major forces escalating the cost of fringe benefits, dealing in detail with pensions. After describing the problems to be faced regarding continuing inflation and early retirement, he suggested a new approach to the actuarial valuation process: developing year-by-year "cash flows" that might be expected under a specific plan. The cash flow method allows the employer to introduce judgment into the actuarial review that relates to future plan changes and their timing, new entrants and retirees, more realistic assumptions of investment yields (both near- and long-term), and salary increases (both near- and long-term).

"The cash flow valuation enables us to forecast the increasing "official' costs in future years, as well as to develop the most probable long-term cost of the plan," Chown concluded.

THE FEDERAL-PROVINCIAL CONFERENCE OF MINISTERS OF LABOUR

BY JIM MACSWEEN

Federal-provincial labour jurisdictions, minimum wage levels, and the compressed workweek were three of the major topics discussed at the Federal-Provincial Conference of Ministers of Labour, held May 2 and 3 in Ottawa. The meetings were attended by representatives of nine provinces, and the labour ministers of all provinces except Newfoundland, Alberta, and Nova Scotia were present. The conference was chaired by federal Minister of Labour John Munro.

The conference agreed that there should be further discussions concerning conflicts of jurisdiction between federal and provincial governments. Federal and Québec labour department officials will meet to discuss jurisdictional problems involving federal construction contracts, road transportation, and feed mills. The results of these first bilateral government meetings will be forwarded to the other provinces for consideration.

Delegates decided that minimum wages should be kept above social assistance payments, thus insuring that a work incentive is maintained for welfare recipients. Some ministers noted that minimum wage increases had little adverse effect on industry, provided they were reasonable and that adequate advance warning was given. Studies are being carried on in some jurisdictions to determine the impact of minimum wage changes on employment, and the federal government pledged to consult with British Columbia on the impact of its substantial minimum wage increase.

Two different approaches to increasing minimum wages were presented: Québec Labour Minister Jean Cournoyer proposed that escalator clauses be used to gradually increase the minimum wage; federal Minister John Munro spoke in favour of solid advances in the levels.

The consensus of the delegates was that minimum wage increases should proceed in stages, to soften the impact on employers. **Munro announced that the federal minimum wage would be increased to $2.50 from the present $1.90,** and that the change would be made gradually. The federal minimum wage is now higher than any province except British Columbia, where the rate is $2.00.

Munro, questioned before the conference began regarding a uniform minimum wage across Canada, replied that a national standard minimum wage was impracticable as long as regional disparities remain.

The ministers decided that t had been too little experi with the compressed workwe justify a conclusion without ther study of health and s factors, particularly as they a the older worker. A continuin change of information on d opment of the compressed w week was pledged.

It was emphasized, by several vincial spokesmen, that a wor exceeding eight hours wit payment of overtime is forbi in many jurisdictions, and panies in these areas wishir experiment with the compr workweek must apply for per Federal officials have been s ing requests to change the Ca Labour Code to allow a swit the modified workweek if de but the Canadian Labour Cor opposes such a change. The claims that the compressed v week leads to dangers on th and proposes instead an hour, four-day workweek.

background paper, presented to conference, showed that **at t 233 plants are using the compressed workweek,** most of them Québec and Ontario. Printers, puter operators, and firegters are among the workers ployed within the experimental pressed workweek. The paper mated that a total of 30,712 Caaian workers now are employed the compressed workweek as, and noted that "probably most significant observation can be made about the experints is that they have generally ven satisfactory."

greement was reached on the for joint federal-provincial y on the causes of illegal work pages. **The ministers also ed that they should intervene dustrial disputes only where n action is necessary as a last rt.** It was felt that conciliators arbitrators should have a gthened role, rather than inasing participation by labour isters.

Guindon, Ontario Labour ister, presented for considera an experimental plan to mote labour-management setents in the construction industry, referring to the Construction Industry Review Panel, established in Ontario, August, 1972. The panel is comprised of four representatives of the province's labour construction unions and four from construction management.

Guindon explained that the purpose of the Review Board was to prevent disputes from becoming too serious by bringing the two parties together before contracts expire or disputes become serious. He added that the construction industry needs bolstering by a body such as the Review Board. A panel of knowledgeable authorities in the field is especially needed in large metropolitan areas such as Toronto and Hamilton, he said.

The definition of "essential services" occupied the attention of the conference delegates during one of the sessions. A communiqué released by the ministers noted that the definition required a "certain degree of flexibility to reflect the requirements of changing circumstances and the differing conditions of various regions."

Topics relating to labour legislation, including maternity leave, protection of wages, termination of employment, occupational safety and health, workmen's compensation, equal pay for equal work, fair employment practices, and employment promotion for minority groups, were discussed.

The 1973 conference was the sixth postwar meeting of federal-provincial ministers of labour. The series began with a conference in October 1946 that returned to the provinces the jurisdictions that had been temporarily usurped under the Wartime Labour Relations Regulations.

The conference was attended by seven provincial labour ministers, in addition to Labour Minister Munro. They were: Bruce L. Stewart, Prince Edward Island; R. E. Logan, New Brunswick; Jean Cournoyer, Québec; Fern Guindon, Ontario; A. R. Paulley, Manitoba; Gordon T. Snyder, Saskatchewan; and W. S. King, British Columbia. Nova Scotia was represented by Deputy Minister R. E. Anderson, and Alberta by Deputy Minister D. I. Gardner. Newfoundland was the only province not represented.

TRUE LEADERSHIP REQUIRES PARTICIPATIVE MANAGEMENT AND CONSENSUS DECISION MAKING

BY GEORGE SANDERSON

Leaders and leadership are not the same as managers and management, in the opinion of Eugene E. Jennings, Professor of Management at Michigan State University's Graduate School of Business Administration. Speaking at the 31st annual spring conference of the Personnel Association of Toronto, held on April 12 and 13 in Toronto, Jennings asserted that **too many managers manage time on a treadmill instead of displaying the leadership qualities expected of them.** Such men and women are only "half-alive," he said. "They have more or less retired but have not had the courtesy to inform their organization."

The Jennings address was one of 12 papers presented at the P.A.T.'s annual conference. The meeting was attended by more than 1,500 delegates from virtually every field of business and industry, as well as representatives of Government and the professions. A major theme that has dominated various programs during the past few years has been the "knowledge explosion" in the behavioural sciences, and whether or not this knowledge would enhance the effectiveness of an organization. The focus this year was on application of the theories and knowledge at our disposal to deal with emerging problems such as executive stress, the mid-career crisis, the aging worker, work ethics and working hours, to mention only a few.

Eugene E. Jennings

Jennings spoke of the "mid-c crisis" and of the incompet and obsolescence that frequ overcome employees betwee ages of 38 and 48. **It is impo he said, to stay young in a y mind's world,** simply becaus corporation today can affor have people sitting on their h Executives who are not pro sive or innovative become "c heads," a liability rather tha asset to their employers.

"In this crazy, mixed-up w there is an insidious forc work—stress, the great leveller noted. And today's stresses particularly tough on middle- employees. They tend to hav energy and imagination at a when employers expect mo them, and they expect mo themselves. Jennings empha the importance of helping employees to develop a sta mind whereby the body will ply the energy they need.

Mental and physical fatigue are closely related," he observed. When the body will no longer supply energy, the mind will create it—but only for the things we enjoy doing. The body will withhold energy when it is something we do not like to do."

Jennings believes that the new generation of workers is not willing to tolerate inhumanity in the workplace, and that **efforts to increase efficiency and productivity must come from the full understanding of the employee as a human being.** He described life as a four-sided arena, with stress coming from four directions: (1) the career or job; (2) family and marriage; (3) community and society; and (4) one's private self. "The most powerful source of stress is your private self, your notion of who you are and what you want to be. Energy comes from serving or satisfying the private self or 'inner person', and a human being will do almost anything to preserve this notion of self."

Jennings emphasized the need for "peak experiences" to relieve your routine and supply energy. "When you are undergoing a peak experience, you have unbounded energy, lose all sense of time, and have optimum powers of attention and concentration," he said. "Every human being must have these peak experiences regularly or the body will go into a tailspin of fatigue." In other words, one must strive for a positive rather than a neutral or "zero" state of mind.

"People can tolerate almost any degree of stress provided that they intrinsically enjoy what they are doing," he explained. "Nothing sapps energy and destroys self-respect more than having to do a job you dislike. It makes you lose your zest for life and your potential for becoming a leader. If people cannot learn to enjoy what they have to do, then they must get out. Extrinsic or material rewards do not make people happy; they barely help them to avoid feeling miserable."

The greatest tragedy today is people who are dead five days a week but come alive at the weekend," he continued, mentioning as an example the experience of workers in Michigan automotive plants. They arrive home exhausted after a shift at monotonous, mind-numbing jobs but arise at 4 a.m. on Saturdays in the middle of winter to go ice fishing. They drive 100 miles over treacherous roads, withstand extreme discomfort in sub-zero weather, lose all sense of time, and yet have unlimited energy, powers of attention and concentration.

People often depend on "security equivalents" like food, sleep, exercise and sex to help them relax, Jennings said, but sometimes we oversubscribe to these palliatives or resort to alcohol and drugs to bring about a state of emotional anesthesia. This may sedate stress but, at the same time, it destroys energy. "What is often missing is a purpose and an objective to keep the security equivalents in balance," and employees need help to achieve this sense of direction, he said.

Jennings warned that humanity and technology are on a collision course and that management and personnel people must take on new responsibilities to meet the needs of workers and their employers. They must develop a better understanding of the employee as a human being and help him to develop his full potential. The burning question is: Will they manage, as they have done in the past, or will they lead the organization into a future in which both humanity and technology can mutually survive?

Delegates heard Harry Levinson describe the inner emotions and outer pressures that tie a man in psychological knots and impair his ability to function effectively on the job and at home. They were told to **cope with stress "not by enduring it but by acting upon it.** In the process of learning to survive, we have the opportunity to learn how to be more effective and more gratified people," he said.

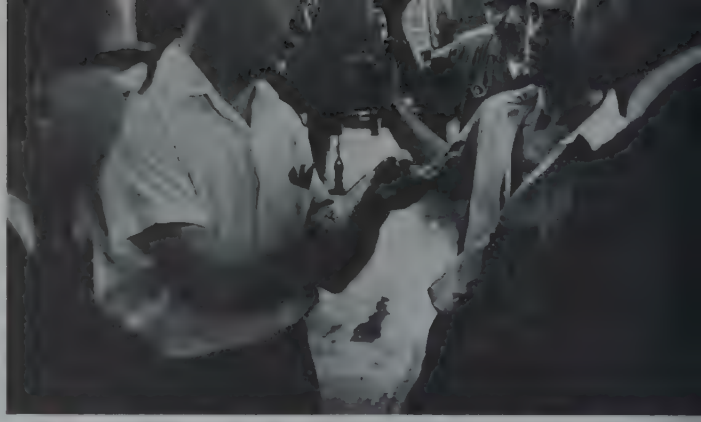
Levinson, who is President of the Levinson Institute and adjunct professor at Boston University's College of Business Administration, is also a lecturer at Harvard's Medical School. In his opinion,

Harry Levinson

much of the talk about executive stress, and even more of what has been written, is nonsense. There are, however, aspects of the relationship between an individual and his job—particularly how a person feels about himself in his work—that affect his health.

Describing the factors that contribute to executive stress, Levinson said that **a major problem is the executive's increasing sense of obsolescence.** In an environment where new ideas and techniques are the order of the day, and where an avalanche of information must be assessed, the executive frequently feels he is "not quite with it." The pace of change is too fast for him. He is asked to make long-term projections when "it is hard to count on what is going to happen tomorrow, let alone the day after that." He is told that what he did before is no longer adequate, that "the old ways don't work any more." Add to this the constant jockeying for position, more people pushing harder and faster for success, and the threat of failure looms ever larger on the executive's horizon.

There is more than one generation gap in many organizations where the chief executive is about 55 years old, Levinson said. "It's tough to be in touch with the generation below us, and even harder relating to the generation before that." **Executives must therefore guard against becoming rigid and unchangeable in their decision making.** "One of the things all of us have to cope with in every management role is that the more power you have, or think you have, the more you are corrupted into being insensitive and inflexible in dealing with what you come up against."



Stress can lead to chronic depression, he warned, but the executive should not try to cope with all his problems by himself. It is important that he have someone he can turn to for help. "One looks to accountants, lawyers and doctors for professional help. There is no reason why we should not also turn to psychologists or psychiatrists to help us solve our problems," Levinson remarked. "It is foolish for the executive not to take advantage of this kind of resource," he added. Executives must also learn to communicate more intimately with others. "When you are engaged with friends or colleagues against mutual problems, there is a feeling of less inadequacy and more competence," Levinson said. "And in that alliance there's a new kind of hope, a mood of coming out on top."

How to manage the changing work ethic was the theme of M. Scott Myers's address to the delegates. Myers, an industrial psychologist and organization development consultant with Texas Instruments Inc., believes that **the answer lies in "acceptance management"—taking employees as they are, without subordinating them to the organization.** "Employees are developing a variety of values, and their inputs are more heterogeneous than ever before," he remarked. "They take their work seriously, yet they may be wrapped up in what they, personally, want to do. Employers must therefore strive to accommodate people with varying attitudes, ideas and lifestyles."

Myers described seven levels of psychological existence: (1) **Reactive.** Infants are in this category. (2) **Tribalistic.** Though this level is usually found in primitive societies, it may be found in most

M. Scott Myers

nizations. Tribalistically ori- d employees are directed or ivated by a tribal chief. They what he does. (3) **Egocentric.** person is generally unco-op- ve, and sometimes violent. He he has not learned to operate in the constraints imposed by ety. (4) **Conformist.** Such indi- uals live according to the rule k. They have a low tolerance mbiguity, and conform to a ri- chain of command. Their unel vision" limits their out- d, and they have difficulty re- g to people with different val- "Good" subordinates are ften found at this level. (5) **Ma- ipulative.** The entrepreneur falls his category. He tries to manip- late other people in his environ- t. Most business managers nd others with leadership quali- es are oriented to this level. (6) **ociocentric.** This person is con- ned more with getting along and getting ahead. He values jus- ce friendship, and social activi- es and he rebels peacefully gainst the establishment. (7) **Exis- ential.** The very opposite of the onformist, this kind of person eels and understands the job to e done and wants to be left lone to do it. People in this cat- gory dislike regimentation and stablished procedure. They have high tolerance for different val- es and viewpoints. Artists, scien- sts, writers and other creative eople belong to this group.

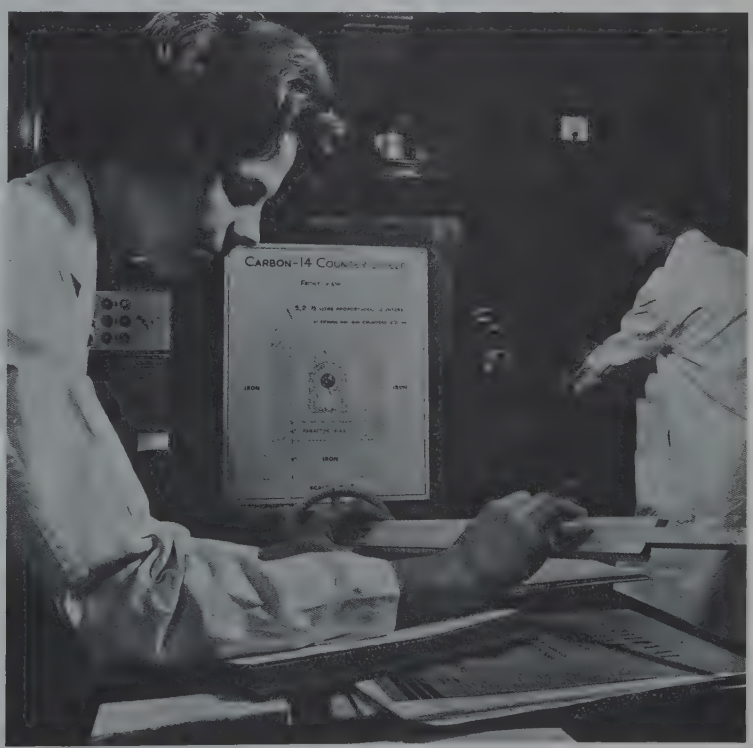
What all this means is that some obs are attractive to people at one psychological level, but not to ano- at other levels. **Some people re more psychologically suited to erfin jobs than they are to oth- rs.** It is highly unlikely, therefore, that an existentially oriented em- loyee would get along well with a conformist supervisor. The tri- al and the conformist do what they are told and expect their sub- rdinates to do likewise.

Today's employees are not necessarily conformist subordinates, Myers noted. Those at levels 5, 6 or 7 do not always trust the motives of management. They like to be involved in bringing about change. **They want to be informed, to help set goals, make decisions and solve problems.** Level 4 and 5 supervisors, accustomed to dealing with level 4 subordinates, do not know how to cope with sociocentric or existential employees, who frequently do not respond well to persuasion, bribery or coercion.

"The shift in the source of power—traditionally vested in people at levels 4 and 5—is bringing about a change in the work ethic," Myers said. This does not mean that a supervisor has to bring his values in line with those of his subordinates. It simply means that he must accept others for what they are and allow them to function at their own level. **Myers believes that the ideal manager would be a highly existential manipulator with average sociocentric leanings.**

Commenting on members of minority groups, he said that the latter respond best to a supervisor at their own level of psychological existence. On the subject of sexual differences, Myers said women were mainly tribalist, conformist or sociocentric. "They are cultural conditioned into supportive roles like those of nurse or secretary," he observed.

Myers believes that there is **a significant link between communication and motivation.** He stated emphatically that management should make itself more visible and accessible to employees, and that **the most effective means of communication is interpersonal.**



"An informal conversation between a supervisor and an employee over a cup of coffee is frequently much better than communication via sophisticated electronic devices or the written word," he said.

There were echoes of Jennings and Myers in William Martin's paper on "wall to wall management," which he described as "management right across a corporation." Martin, Director of the Management Center at Michigan University's Institute of Labour and Industrial Relations, said that **the principal characteristic of good management is willingness and ability to change**—to innovate, improve, modify or adapt, to meet new and different needs, conditions and circumstances. With **participative management and consensus decision making,** companies could expect managers to develop a better understanding of corporate goals and increase their personal commitment to the organization. **Martin believes that this new management style will replace management by objectives,** and that it will be adopted by many major U.S. and Canadian firms by 1980.

The successful manager of the '70s will have to listen rather than talk, encourage questions instead of merely providing answers, develop "cue sense" rather than literal perception, and look for meanings in people instead of in words. Martin noted that **top management is often unaware of the vast quantities of untapped human resources in the organization.** Managers who are aware do not always know what to do with the talent at their disposal. The thought of unleashing it may seem dangerous to them.

William R. D. Martin

Harold L. Sheppard

Commenting on the **lack of c munication between top man ment and other managerial le** Martin mentioned the failur the higher echelons to tell mi managers what was expecte them as an example of poor m agement. In a survey of organ tional responsibility in 500 and Canadian firms, middle m agers were asked: "What do need to know more about to better job?" They said t needed more information on what they needed to do as m agers; (2) how far they were pected to go in performing duties; (3) how well they wer pected to do the job; and (4) well they were doing.

The responses indicate the g ing need for participative mar ment and consensus dec making whereby managers velop a better understandin corporate goals, Martin said lightened management must place **greater emphasis on quality of life, an "open" co rate society, job enrichment, recognition of self-worth** added.

Some possible solutions to problem of growing older rapidly changing environ were outlined to the P.A.T. co ence by Harold L. Sheppard, social scientist with the W. E john Institute for Employmen search, and Vice-President o National Council on Aging.

epard, who has an internaa reputation in the area of rology, was **highly critical of rsonnel policies that discrimiteagainst older workers**—those ween the ages of 45 and 64. o many decisions on hiring are ade on the basis of a person's e ather than his abilities, he d. Agism is just as prevalent as isi or sexism—it is part of the scmination endemic to our cie/." Sheppard reminded his dience that "growing old is no ge," that "something must be neabout those who are supsed to be too old to work but o young to retire."

cplored the social and ecomic costs of our current policies d practices. "We are wasting ecious human resources," he d, and both the individual and cie/ suffer as a result." The deiorto hire or not to hire should t b based on misleading static averages but on individual erit "Averages do not take into cont population spread or distbutn characteristics," Shepard oted.

"We haven't faced up to the implications of today's trend toward earlier retirement, a longer life span, zero population growth, and the rising age level of new entrants to the labour force. One of the greatest challenges facing us is the prolongation of life beyond the traditional three score and 10 years," he said. "What are we going to do with all the unemployed older people?"

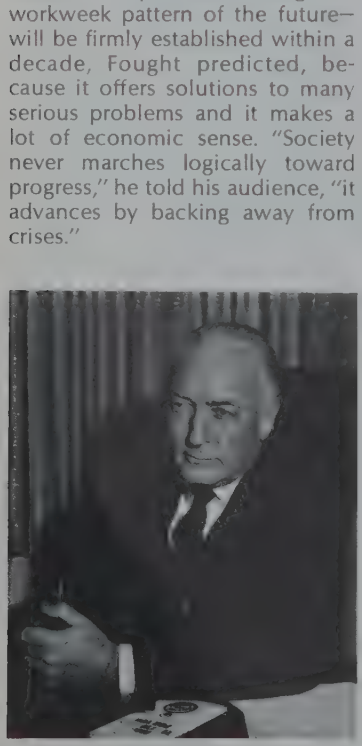
Sheppard pointed out that **a growing number of managers are experiencing a mid-career crisis**—middle age unrest and the desire for occupational change—because they cannot keep pace with changing technological requirements, new organizational concepts, and new management policies. "Job dissatisfaction is not the monopoly of the young," he continued. "Too many people adapt or resign themselves to a job, either because they haven't the courage to try something else or because they don't want to lose their fringe benefits. This is unhealthy," Sheppard said. "The individual, the economy and society suffer when people are locked into jobs they don't like." He noted also that early retirement is often the only escape from an unbearable situation.

"Despite all its shortcomings, the single-career concept continues to dominate our thinking," Sheppard remarked. "Instead, we should encourage people to acquire a variety of skills to meet the challenge of a rapidly changing work environment."

He suggested redesigning the work environment to cope with an aging workforce and to sustain or increase worker satisfaction. "Constant retraining on the job would eliminate skill obsolescence," he added, "but new techniques are urgently needed to retrain older workers." It is equally important, to prepare young people psychologically for several careers. **"Employers and institutions have done next to nothing to facilitate occupational change,"** Sheppard said.

He is strongly in favour of optional retirement and the use of functional criteria to determine when an individual should leave the labour force. "It is cruel and wasteful," he said, "to force retirement upon people who have both the ability and the desire to go on working past the age of 65." He suggested "tapered retirement" via shorter workweeks or longer vacations as an effective preparation for full retirement.

A proposal for a six-day, 60-hour production week made up of two three-day job periods was outlined to the P.A.T. delegates by socio-economist Millard C. Faught, a Texan who has spent more than 30 years inquiring into man's time-use patterns. **"The five-day, 40-hour week is stupid, unnecessary and wasteful,"** he declared, "but a revolution is in the making—perhaps the greatest revolution of this century." 'Time wealth' or 'split-week' living—the workweek pattern of the future—will be firmly established within a decade, Fought predicted, because it offers solutions to many serious problems and it makes a lot of economic sense. "Society never marches logically toward progress," he told his audience, "it advances by backing away from crises."



Millard C. Faught

Faught pointed out that in the U.S., 75 per cent of the population lives on 5 per cent of the land—in overcrowded cities. Many people are tired of city life, but they have to live there because that is where the jobs are. The worker on a three-day week, however, will have a choice. He can take his family away from the congestion, pollution and noise to the clean air of "hinterlurbia," or the countryside beyond the suburbs. Cities must therefore prepare for the exodus of their citizens and taxpayers.

Longer workdays would not create a serious degree of fatigue, Faught insisted. "There is no evidence to support this assertion," he said, noting that the compressed workweek—adopted by about 4,000 companies in the U.S., 200 in Canada, and 100 in Australia—has proved immensely popular with a majority of the employees who have tried it. **"Labour leaders who complain that the longer workday is a backward step do not speak for all workers,"** Faught asserted. "What about the fatigue that comes from doing a boring job five days a week and having no opportunity to do something intrinsically satisfying with one's leisure?" he asked. "**should anticipate the exciting lutions that the variable w week offers** rather than ponde the problems it might raise,' suggested.

Faught is convinced that **a six week for industry would incr efficiency, raise productivity eliminate unemployment.** But economy must first become hi competitive, he warned. The b ness sector must seek new ma for the additional goods and vices it will create.

The idea of a three-day workw may take a generation to gai ceptance, he thinks. It will with routine manual jobs spread rapidly to other area employment. But it will be a v before executives are able to efit from the trend. This is bec there is an acute shortage o pable managers throughout entire system, Faught said.

He believes that **the var workweek poses a fundam challenge to education.** The must be a continuous proces said. "Schools must shift thei phasis from preparation for ing a living to preparation meaningful leisure. Educators not afford to ignore the im tions of the shorter workweek

GAL CISIONS

Divisional Court Upheld made by Board of Arbi-

s an application for a judi- iew to quash an award of a of Arbitration ordering the tement of a dismissed em- The facts are as follows:

rvor, who was a member of ted Steelworkers of Amer- s summarily dismissed, in 172, after seven months ser- e company, Gould Manu- ng of Canada Limited, e that the grievor in his ap- n for employment had disclose that he was con- or rape in November 1964, tenced to five years im- ment; this the company ied, was a misrepresenta- fact on the employment ion, and, consequently, ng of the grievor was voi- t the option of the em- The collective agreement s that nothing in it shall be ed as waiving any rights or on to either the company nion under any applicable

Even though the collective agreement provided for all disputes including termination of employment to be settled by arbitration, the company urged that the common law relationship of employer and employee justified the repudiation of the contract by the employer, provided it acted within reasonable time, notwithstanding the special relationship under the collective agreement.

In a majority decision, the Board of Arbitration found that by failing to disclose his criminal conviction, the grievor had falsified the application form and the company had proper cause to discharge him. However since, among other things, the misstatement was made out of desperation to secure employment; the grievor had a good work record, the company a history of hiring persons with criminal records, and that the grievor could be absorbed into the work force with facility and without disruption. Considering these factors, among other things, the Board then exercised its statutory power under S. 37(8) of the Labour Relations Act and reinstated him with full seniority but without compensation.

In dismissing the company's application to quash the award, Mr. Justice Lacourcière speaking on behalf of Wells, C.J.H.C., and Hughes, J., said that it was the Court's opinion, that since the grievor came within the scope of the collective agreement, the company could not rely on the doctrine of repudiation for intentional misrepresentation in order to avoid the operation of such collective agreement governing conditions of employment. This would be disruptive of peaceful labour relations and repugnant to the entire scheme and purpose of the Labour Relations Act. Once the grievor has served his probationary term, the rights and responsibilities of his employment relationship were governed by the collective agreement, and subject to the grievance procedure therein.

Under the collective agreement, the company had exclusive right "to hire, to suspend, or discharge for proper cause" subject, however, to procedure established for grievances to be settled by arbitrations, and to the Arbitration Board's power. Section 37(8) of the Ontario Labour Relations Act, provides that, where an arbitrator or Arbitration Board determines that an employee had been discharged or otherwise disciplined by an employer for cause and the collective agreement does not contain a specific penalty for the infraction, the arbitrator or Arbitration Board may substitute such other penalty for the discharge or discipline as seems just and reasonable in the circumstances.

In dismissing the application, the Court did not find any failure of jurisdiction, or any error of law on the face of the record amenable to judicial review on certiorari. It was the opinion of the Court that the Board's substitution of penalty under its statutory power was properly exercised, and since the Court had no appellate jurisdiction, it would not interfere with the Board's decision. (Gould Manufacturing of Canada Ltd. V. The United Steelworkers of America, Ontario Divisional Court, February 13, 1973, CLLC-14, 161.)

Legal Research Division,
Legislative Research Branch.

ADVANCED HUMAN RELATIONS FOR THE ENLIGHTENMENT OF LABOUR AND MANAGEMENT

The changing work ethic, union autonomy, and discrimination against women and minorities were among the main topics discussed at the eighth annual conference on human relations, held by the Canadian Council of Christians and Jews from April 30 to May 1 in Toronto.

Harish Jain, Chairman of the Personnel and Industrial Relations Department at McMaster University, told delegates that **younger workers—the new "significant minority" of the labour force—are no longer willing to accept dull, repetitive jobs** for the sake of being employed. They want work that is interesting, varied and challenging. "My surveys indicate that **there has been a tremendous change in the way young people (under 35) feel about unions and business,"** he said.

Harish Jain

A 1968 survey of young u members and high school, un sity, and community college dents revealed that 69 per cen lieved in work for its own But the proportion willing to cept any job had dropped t per cent in the same survey ducted in 1971.

Higher levels of education ar younger workers have led greater degree of political aw ness and a desire to be involv the decision-making process, in unions and in business, said. He discovered that y **people are becoming increas distrustful of the motives of ness and labour leaders.** The tude of many students was big business was unethical. favoured working for small where they believed they preserve their individuality integrity. At the same time, regarded unions as tightly kn reaucracies offering few opp nities for advancement to comers.

nificant number of young
members shared this belief
unions, which they claimed
blind to their needs and as-
ns. Jain warned that the
must acknowledge the
or job enrichment, and for
workers a role in decision
g, or risk losing the young,
educated members who
ccounted for their biggest
ership gains in recent years.

tes heard also that **"man-**
nt must place a higher
n human assets as the basic
ion for an organization's
l." William Pickett, Presi-
American Motors of Can-
ld the conference that the
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od enough" in today's envi-
t.

of the largest corporations
n America are beginning to
hat "well-developed, well-
human resources are vital to
complishment of their cor-
objectives," Pickett said.
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shown "not just in mone-
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According to a recent sur-
per cent of workers in
merica believe that they
mproperly placed and
ke more fulfilling jobs.

William Pickett

Pickett urged that an early start be made on the **scientific gathering of data for a sophisticated human resource accounting system.** "We are fast approaching a time when we will be in a position to measure the human resources in an organization not merely in dollar terms, but also in socio-psychological terms. Systems are going to be designed to gauge employee loyalty, attitudes, perceptions, and motivations. The measurement of these particular variables will be increasingly crucial to the success of any corporation or industry. It is going to be the basis for the most fundamental decisions of the organization.

"Our organizations are going to have to become human organizations instead of textbook and wall-chart organizations," he asserted. "If 80 per cent of our workers sense that they are in the wrong job, or that their on-the-job performance is not important, then our so-called affluence is not to be envied. We're not very well off at all."

Commenting on "discrimination, prejudice and bigotry" in Canadian society, Labour Minister John Munro told delegates that **"discrimination against women still flourishes."** He reminded them that his Department's goal has always been to ensure the provision of equal pay for equal work, and to achieve equality of opportunity in employment. But "Government can only do part of the job. It cannot legislate the spirit of Canada, the spirit of understanding, or that of morality."

Munro announced that **a new Bill will be introduced shortly to give the Canada Labour Code more teeth in the areas of sex, age, and marital status.** His Department will also conduct more investigations, instead of waiting for a worker to file a complaint. He noted that, since 1971, there has been a decline in the number of complaints received about discrimination in employment.

Munro drew attention also to discrimination against Indians, Eskimos, French Canadians and other cultural minorities. "The Government will continue to encourage, through its multicultural policy, the development of a society in which individuals and groups can develop and express their own cultural identity," he said.

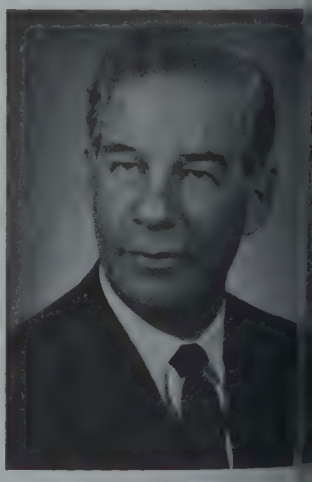
A significant proportion of complaints about discrimination come from landed immigrants, according to Lyle Talbot of the Department's Fair Employment Practices Branch. Talbot told delegates that **it is difficult to assess the true nature and extent of discrimination against new Canadians because they are usually reluctant to complain,** and do so only as a last resort. Many immigrants complain about their qualifications not being recognized in Canada, and a large number have trouble adjusting to new employee relationships and patterns of supervision.

Panelist John Eckert, Superintendent of Migrant Settlement in Ontario for the Department of Manpower and Immigration, released details of a survey that claimed that 68 per cent of immigrants were satisfied with the progress they were making in Canada. Eckert said that the survey, based on continuing interviews with 850 immigrants who arrived in this country between January and March 1969, indicated that **most newcomers make a fairly rapid economic adjustment.** The survey showed that 15.7 per cent found jobs immediately, while 75 per cent found jobs within four weeks of their arrival. After 26 weeks, only 2.5 per cent were unemployed. **But only a few of those working had found their first jobs in their intended occupation.**

John Lockwood, President, Lever Brothers; John Munro, Minister of bour; David Archer, President, Ontario Federation of Labour; Rob Johnston, Deputy Minister, Ontario Ministry of Labour

Employers frequently hire immigrants for "dirty jobs or low-paying jobs, which Canadians are reluctant to take," said Milton Little, Supervisor of "Services for Working People," an inquiry and multiservice centre established by the Ontario Human Rights Commission. Little said that 80 per cent of the complaints and inquiries received by the centre are from new Canadians. "The integration of landed immigrants into the workforce is compromised by several factors," he explained. "One of the principal problems is language. Another is the lack of neighbourhood centres to provide newly arrived immigrants with information and advice."

Speaking on the future of the nadian labour movement, Will Dodge, Secretary-Treasurer of Canadian Labour Congress, dicted that **"the present m ment toward independence Canadian sections of internati unions will lead to full inde dence within the next 20 ye** Although international uni with headquarters in the U.S. h



William Dodge

rmed effectively" for Cana- members, and although is no evidence that their es have been injurious to dian economic interests— taking into account fund ers—Canadian members are ning more independent in and are insisting upon au- nous Canadian structures. they are making steady " Dodge told the final ses- f the two-day conference.

site of a vast amount of aid omfort given to the minus- ndependence movement by C and **The Toronto Star, the sion will take place by a ch method and mutual un- nding, and not by the de- ve process being promoted se-appointed saviours for Ca- a independence,** such as the ittee for an Independent a on the right and the movement on the left."

structures may also change, said. Though small unions a "remarkable instinct for survival," the trend is toward larger unions with a wide range of services and activities, including many of a social character. He foresees an imminent acceleration of union growth as a result of a concerted drive by unions to recruit white-collar employees. "It is already clear that unionism is no longer shunned by this sector of the labour force, and when the initial breakthrough has been made, organized labour will see a great surge of new growth," Dodge asserted. The trend toward organization of employees in the white-collar and public service fields will also mean a greater degree of sophistication and effectiveness within union administrative bodies.

He predicted also that **more women would come into positions of prominence in the labour movement, and that more young people would be "taking over the reins."** Commenting on the political consciousness of workers in industry, Dodge said that this will become a "critical" issue in the Western world in the next 20 years as workers attempt to gain a more equitable share of the wealth that their nations are capable of producing. "It is important to understand that **the private enterprise system must be drastically modified or be rejected by society,"** he declared.

"It is possible that management prerogatives may be attenuated through the bargaining process, with labor playing an increasingly responsible part in the planning and management of industrial production." In some respects, this is incompatible with private enterprise, but it is nevertheless much in evidence today in European countries with free enterprise economies.

Dodge warned that the alternative to a deliberate blurring of the lines of demarcation between labour and capital may be the violent overthrow of the present system.

G.S.

THE ADVISORY COUNCIL ON THE STATUS OF WOMEN

The proposal to establish a federal Status of Women Council was first made in the Report of the Royal Commission on the Status of Women (December, 1970), and iterated by the National Council of Women in their 1973 brief to the Cabinet. At that time, Labour Minister Munro reported that the Advisory Council would be set up in the near future.

Munro announced the formation of the new Council in the House of Commons on May 31: it will consist of 27 people of varying backgrounds and experiences. **Chairman of the Council is Dr. Katie Cooke, of Ottawa,** who will be supported by a staff located in the capital.

Cooke was chosen "because of her excellent understanding of the problems of women from all walks of life, her ability to work with and communicate with people of varying backgrounds and concerns, and her in-depth knowledge of the situation of women in Canada at the present time." Cooke, who was recently with the Department of Regional Economic Expansion as Manager, Western Section, Social and Human Analysis Branch, will take leave of absence from her Public Service post to fill the position.

"The purpose of the Council will be to bring before the Government and the public, matters of interest and concern to women, and to advise the Government on actions necessary to improve the position of women in society."

Munro added that "the Cou will meet as often as it feels ne sary, and its first meeting probably be early in July," w the two vice-chairmen will be pointed. The Council will have thority to publish its reports, ommendations and statements

"In establishing the Council in manner," Munro continued, "I aware that it does not follow exact recommendation of Royal Commission on the St of Women, in that it will not port direct to Parliament; h ever, the main objective in ha a body that reports to Parlian is to enable that body to mak advice public so that pa mentarians can look at the ad and can hold the Government countable in those areas w they feel the Government ma vulnerable. By giving this Advi Council authority to publish recommendations and rep this objective has been met." tially, the Council will repo the Minister responsible r than to Parliament, but thi rangement will be on an ex mental basis. Should it late found necessary, the Governr would consider appointir Council, that reported direc Parliament.

OMEN IN THE UEBEC LABOUR MOVEMENT

is the woman unionist like?

three years from 1966 to 69 there was a considerable in- a in female union member- in Canada. The services in- st shows a rise of 126.8 per nt the business sector 64.1 per nt and miscellaneous indus- s 45.4 per cent.

en—often credited with individualism — are only learning the secrets of union hey are learning to fight for ir rights; they are taking their on the labour market; they ome into the street and they e joined the front ranks of lines.

HE BLACK PANTHER

AIDRÉ BASTIEN

gette Plamondon, interna- na representative of the Cana- an ood and Allied Workers, is a ce-resident of the Canadian bor Congress (CLC).

LC, formed in 1956 through rger of the Trades and La- Congress of Canada and the ian Congress of Labour, is, fa the most important labour ganization in Canada, uniting close to 74 per cent of all Canadian union members. In each of the 10 provinces, there is a Federation affiliated with the CLC, electing its representatives to the Executive Board.

For the eighth consecutive time, in 1972, Huguette Plamondon ran for office on that board, —and won.

THE BEGINNING

At the end of World War II, she was working as a secretary for a small firm. It was her first job, and it did not last long.

"At the time, the Steelworkers were trying to organize employees. Some of them asked me to join the union, and I did. The very next day, the owner's son called me in his office and told me that I could not serve two masters. Since he took it that way, I asked him for my month's pay, a meagre $85.

Seeking another job, Miss Plamondon called at the Steelworkers' office. They needed an employee.

"I'll be quite frank, I did not act from conviction. I was more interested in the pay, which was $160 a month. But they had just hired a girl. They advised me to see the Packinghouse Workers' Union's representative."

"That was in the early days of trade unionism. There was no legislation yet, and no red tape either. When workers were picketing, we joined the picket lines. We did not work in an ivory tower. Unions were aggressive then, but today . . ."

UP IN ARMS

Then something happened that abruptly turned the young office girl into a fierce militant.

"Brewery workers were on strike, and it was a major one. I was on my way to work one morning when I saw a crowd gathered in Chaboyer Park. I got off at the next stop to find out what was going on. A policeman arrested me as I stepped off the streetcar. I was disgusted. I said to myself: there is something dishonest in the system."

Her father, although considered a good unionist, ordered her to quit her job.

"He disagreed with what I was doing. It would have been different if it had been one of his sons."

POLITICAL ACTION

"When I heard union leaders protest the price of streetcar tickets, I didn't ask myself if they were communists. I agreed with them and stood side by side with them. I didn't even know at the time what communism really was about, not until friends handed me books on the subject."

"I wasn't a communist and could never have been one. I don't accept the believe-or-die doctrine."

But Huguette Plamondon still believes that political action and union action are inseparable. "We can lose everything at the hands of politicians."

"We have failed to convince workers of the need for political fighting. It will take another depression to wake them up."

A member of the CCF and Tommy Douglas' sponsor at the founding of the New Democratic Party, Miss Plamondon tried on several occasions to communicate her faith in a political revival.

"When I asked the workers to vote for the NDP, I was booed. Workers allow us to denounce capitalist parties, but that's all."

In part, this explains her reserved attitude when the Common Front was set up last summer—"... a premature action. Union members lacked information on the importance of what was at stake."

"People say that I am a reactionary. Still, the 3-D affair proved that the workers were not ready. In such a venture, one must be able to count on the rank-and-file. People also say that I am too naive, that I accuse them of making procedure, of preventing workers from voicing their opinions. Yet, it is only the workers' opinion that matters. When the day comes when you forget the one who pays the dues—that's serious."

JUSTICE FROM EMPLOYERS

Huguette Plamondon is proud of her orthodoxy and she shows it.

"Employers meet with me because I represent workers, and it pleases me. Just think of it, a painter's daughter with only 10 years' schooling."

But meeting with employers has not worn down her claws.

"In life, you don't get what you deserve, but only what you can obtain by fighting."

And she concludes acidly:

"I have no scruples about employers. Employers and union members sometimes call me the black panther, but that does not mean the same thing to employers and employees."

AN "ORDINARY" WOMAN

BY JEAN CHABOT

Thérèse Montpas is typical of 1973's "ordinary" Québec woman. She knows what she wants; she is determined to be a part of a society that is at once uncertain and dynamic.

A medical secretary at the Québec City Hôpital de l'Enfant-Jésus, Thérèse Montpas is an active member and President of the Hospital Employees' Union.

A MILITANT'S EARLY EXPERIENCES

Now a self-proclaimed militant, who was recruited under the Rand formula, Thérèse Montpas became a union member without any particular faith in trade unionism.

"But we were determined to our views across, or at least r ourselves heard."

Her stand won her the job of resentative on the union bo then called the Women's Hos Service Union.

TO MAKE ONESELF HEARD

In 1968, she was chosen as a d gate to the Provincial Bargai Committee in the hospital sect

The bargaining units formed at Hôpital de l'Enfant-Jésus reun in 1968. The five unions mer into one, to be known as "Syndicate of Employees of Hôpital de l'Enfant-Jésus".

After fellow workers held short terms as presidents of new union, Montpas who been the secretary since reorganization, was called to chair.

In 1970, she was invited as Pr dent to follow the activities of Central Council (CNTU) of C bec City. (In the CNTU a grou local associations in one are called a "Central Council;" at level of an activity sector, called a "Federation.")

She attended the meetings ularly and, when a vacancy curred, was elected as fourth v president; at the 1971 conven she was chosen as secretary. A the resignation of President T and the crisis, as a result of withdrawal of the 3 D's from CNTU, she was elected Presi of the Central Council.

ANSFORMING SOCIETY

te last biennial convention of CNTU in Québec City, Thé-eMontpas was called upon to k public her position concern-ier Central Council and the nal Labour Congress itself, in llectoral and political battle joined at all levels—munici-, chool, provincial and federal. ully endorsed the proposals President Marcel Pepin, but de-ced the weaknesses of the m—its injustices, its "con-nt for workers."

union militant, Thérèse pas did not share the Presi-s opinion on one point: "Ac-e nion members cannot get in-d in election campaigns ut the necessary working l in the form of concrete defi-s of social and economic ples." In her opinion, "What eded is a system appropriate ébec and to Québecers."

roposed concrete measures could be instrumental in ng the people," measures on a far-ranging expression olic opinion that would "set te consultative and working nery with a view to stating clearly, through the deci-making bodies, how society l be transformed."

RIE ACTION AND THE BIC SERVICES

a "ordinary" member of the mon Front, an active member oled in the bargaining ma-inry, Thérèse Montpas finds rself, inevitably, in the front nk of strike pickets and public monstrations.

"As long as the attitudes and mentality of management do not change," she says, "it is important that there should be strikes, and in the public sector as well—even in the hospital sector. There can be no exception to the rule."

But she considers strikes and other demonstrations necessary evils.

"When strike action is taken," she explains, "it is generally because we have used and exhausted all other means of pressure. But there comes a time," she emphasizes, "where it is absolutely impossible to only exercise pressures. It is necessary to go further. To take to the streets and demonstrate. It is necessary to make public one's grievances and claims."

SPARE THE PUBLIC

In her opinion, any strike or demonstration has to be a well-thought out and well-executed action that presents labour's case to the public in the most favourable light.

"The public," admits Thérèse Montpas, "is our most reliable and valuable ally. After all, in our struggle against administrations, it is mainly through pressure exerted by public opinion that we finally obtain the benefits we are seeking."

"What matters to us in taking any union action is knowing how to control the effects of our action, to control its scope. We do not want the world's applause, but we seek efficiency—the strength—to finally reach the responsible persons who hide, well-protected, behind major official declarations. And we do this as directly as possible while avoiding injury or upset to the public, of which we too are a part.

In summing up her philosophy, she mused, "Who am I, basically? "Am I Thérèse Montpas with my small stock of varied experiences, of personal concerns—this individual, or Thérèse Montpas, President of a hospital union, spokesman for a Central Council? In the long run—who I am, everything is based on the same thing—I am a militant, actively involved in the labour movement. That is all I want to be."

THE WORKING STATUS OF WOMEN IN EUROPE

BY SHIRLEY PLOWMAN

Equal pay and equal opportunity for women are still dreams that will take some time to be realized in the European Economic Community, some women journalists learned with dismay at a Spring seminar in Brussels. The reporters, who came to the trading bloc's headquarters from Britain, Ireland and Denmark, learned also that issues such as sugar imports and marathon EEC debates on matters of community farm policy were supposedly "over their collective head," and that, until the EEC Commission got around to discussing social issues like abortion and contraception, there was really no point in hanging around to ask questions no one could answer.

A question by a woman journalist that apparently stymied the Commission at the bloc's headquarters was how the ordinary working habits of typical citizens in Britain would be affected by entry into the Common Market. The reply? "We do not understand the question."

When a journalist from Ireland, Ita Hynes, asked what machinery now exists for implementing the Commission's intention that there should be no more women "slaves" on the farms of the nine-country community, an EEC male spokesman quoted the legal language of the Commission's resolutions. "One can reasonably bank on a more active and responsible role for the woman . . . and greater freedom in her choice of farm tasks—as wife, mother, or simply woman."

Although faced with the fact that, even under the old six-country set-up, women make up more than half of the total population, **the all-male Commission insists that there is no anti-feminine conspiracy in keeping women from holding posts in the EEC's top executive authority.** No woman has ever been a commissioner, a permanent representative, a director-general, or a member of the community's council of ministers.

A stipulation laid down Treaty of Rome, on whic Common Market is base clares in Article 119 that w should have equal oppo and equal pay. Ministers of t ropean economic comm have only recently come ou vour of the declaration; th clared also that there shoul development of legislation member countries that wou sure that equal pay and equ portunity come into effect.

But despite the good will Market hierarchy, govern pay only lip service to the One of the main reasons Common Market countries dread of inflation, and th sensus is that any swift imp tation of equal pay would the delicate wage craft ov brink into torrential water versely, however, there is a apathy because, in all the n countries except France, th been a marked decre women workers. Girls are at school or university long they are getting married at lier age. But **there is stil unemployment among you ropean women than among men, even though the may be better educated.**

Laws governing women's also vary greatly from cou country. Almost all of the are aimed not so much at ing equality as protecting from long hours or nigh **The effect of these laws, u nately, has been to price o out of the labour marke** cially when employers e quired to contribute to m benefits. Day nurseri creches, so important to mothers, are in short suppl

Britain's Equal Pay Act of 1970 calls for a gradual phasing-in of equal pay until 1975, when full parity becomes law. But the Act will become fully effective only if there is some legislative control of sex discrimination in jobs. **Women in Britain hold a mere 5 per cent of management jobs; and 75 per cent of them are employed in positions that take less than three months to master.** Less than 20 per cent of Britain's 9,000,000 working women earn pay equal to that of men in comparable positions; and more than half earn less than one dollar an hour.

Women's average earnings in a number of industrial sectors in Germany are approximately 70 per cent of the wages paid to men. In the textile industry only, the figure was 80 per cent. Women's wages in Belgium are about 75 per cent of men's wages in most of the industries, but, in a number of enterprises, the figure is only about 60 per cent.

Development in the relationship between male and female earnings in the 1964 to 1971 period show marked variations from one country to another. In Germany, there were small increases in most industries, but in France the situation remained stagnant. The development in Italy has been uneven, although the gap between male and female wages has been decreasing in the past few years. In Belgium and Holland, there has been a narrowing of the gap.

The female employment rate (percentage of working women in relation to the total female population aged 14 to 59) varies from 47 per cent in France to 26.3 per cent in The Netherlands. At all occupational levels, women are paid less than men.

There are many explanations for the marked differences in wages: **women work in industries where wages are traditionally low; their expectations and sights are much lower than those of men;** and they have been "programmed for defeat" in the career market by lack of opportunity, and by lack of confidence in their ability to win out over a male competitor. In England, for instance, when a certain job for women was advertised at $8,400 a year, nobody applied. It was readvertised at $3,360 and the applications poured in.

Women are generally less skilled than men because of inferior training and obstacles to promotion—they are penalized for their vocational shortcomings without being financially rewarded for their merits. The equal-pay-for-equal-work principle applies only to jobs performed by both men and women. Manual dexterity, therefore, is not reflected in wage rates, as this is considered a female ability.

The problem, it seems, can be traced back to the European male's idea of a woman. She is only rarely considered doctor, lawyer or scientist. She is, as the Commission so aptly stated, "wife, mother or simply woman."

(Miss Plowman, a former member of the **Gazette** writing staff, is now with the Public Relations Division of the Department's Public Relations Branch).

THE CALURA QUESTION: WHAT PRICE INTERNATIONAL UNIONISM?

The Ninth Annual Report under the Corporations and Labour Unions Returns Act, released this spring by the federal Department of Industry, Trade and Commerce, contains statistical summaries and analyses of information filed by labour unions for 1970.

The Act requires every labour organization in Canada to file financial statements showing assets and liabilities, but **the report points out that the information provided on labour union financial affairs in Canada is incomplete.**

"For instance," the report notes, "compliance with the reporting provisions of the legislation requires that financial statements filed by international unions disclose only those selected expenditures incurred on behalf of their membership in Canada." Those expenditures are the salaries and wages of union employees, strike payments to members and locals, and pension and welfare payments to beneficiaries in Canada. "Consequently, the financial statements do not reflect the total financial transactions of international labour organizations in Canada."

The report shows that the assets of all reporting organizations amounted to $1,283,774,000 and were distributed as follows: international unions, $1,254,981,000; national unions, $18,835,000; and government employees' organizations, $9,958,000. Total liabilities stood at $328,149,000 distributed as follows: international unions, $320,825,000; national unions, $4,637,000; and government employees' organizations, $2,687,000.

In 1970, investments accounted for 78.3 per cent of the total assets held by international unions and amounted to $982,789,000. Investments in Canada accounted for $66,734,000 or 5.3 per cent of all assets.

Dues and assessments amounted in 1970 to $638,531,000, or 86.5 per cent, of the total income of international and national unions, as well as government employees' organizations. The total income reported for 1970 by labour organizations was $737,621,000 distributed as follows: international unions, $700,559,000; national unions, $24,917,000; and government employees' organizations, $12,145,000.

Total expenditures amounted to $742,602,000, of which $710,668,000 was incurred by international unions, $22,214,000 by national unions, and $9,720,000 by government employees' organizations. The largest expenditures reported under the terms of CALURA were for strike benefits outside Canada, $190,550,000; salaries of officers and employees outside Canada, $160,157,000; and pension and welfare benefits paid to beneficiaries outside Canada, $103,165,000.

The Canadian Labour Congress has repeatedly criticized the financial statistics of the CALURA Report as being incomplete and giving the false impression of a large money flow from Canada to the United States because, it claims, funds spent on education and research, rent for offices in Canada, and union publications or postage are not covered. Also omitted are allowances for the costs of operating the p union and such expenses a and professional fees.

According to the CALURA R **union membership in Can growing,** particularly amon ployees in federal and pro government service. Org tions reporting under th reached a membership le 2,267,526 in 1970—an incre 49,880, or 2.2 per cent, ove These figures contrast with contained in **Labour Org tions in Canada,** annual p tion of the Canada Departm Labour, which shows that January 1, 1971, total union bership in Canada was 2,2 an increase of 1.7 per cent o previous year.

CALURA reported that, of th membership, 1,383,181 m (61 per cent of total union bership) were in 90 intern unions; 622,864 members (2 cent) were in 54 national and 261,481 (11.5 per cent) federal and provincial gove service unions. **The mem increases over 1969 figures ternational, national, and ment unions were 0.8, 3.6, per cent.**

The Canadian Labour C has 118 affiliated labour o tions, representing 1,659,34 bers, according to CALU **bour Organizations in** quotes 1,654,147 members, 73.2 per cent of total C union membership. Inclu membership of the 11 unions directly affiliated, t total membership is 1,670, increase of 45,544 or 2.8 p

THE COMMON FRONT IN RETROSPECT— A MANAGEMENT VIEW

late autumn, some 30,000 embers had joined the new oup, most notably, the asbestos rkers and the Alcan aluminum rkers. These are both old locals, mposed in large part of militant ionists whose struggles are part the trade union history of Qué-. The public service union, mprising some 30,000 members, o disaffiliated from the CNTU. President, Jean Paul Breuleux, icated that this decision had en forced by the political philo-hies of the main body, for "it is thinkable that public service ployee members should have an objective the destruction of a olitical regime they are called upn to work with," said Per-ult.

Vantime, radicalization of the QL seemed to be faltering. "hat had pushed this group, retofore identified with Ameri-business trade-unionism, to ta this left turn, further straining its relations with the Canadian La-r Congress?" Perreault que-ie. "To those who know the eu, it seemed clear that the Q's sudden radicalization was, rge part, imitative. Later, there wa a general indifference on the pa of the membership."

Radicalization had reached its peak when the leaders of the Common Front incited their members to disregard injunctions; and the backlash began to be felt when the organization accepted the return to work ordered by Bill 19. Another peak was reached when the three union leaders were jailed, and isolated strikes broke out in the province. Many of these, Perreault believes, were final attempts to manipulate the workers.

"The CNTU conference of June 1972 had been expected to be a turning point in the history of the movement; but, because the schism had already occurred, there was no explosion," Perreault declared. "The conference, at best, offered an opportunity for certain undecided locals to re-evaluate their future."

"And what had been the attitude of Québec employers during the crisis?" he asked. They repeatedly presented their viewpoints. They singled out the excesses and contradictions of the union manifestos. They felt anguish during the escalations of verbal violence by the union leaders. They strongly condemned those same leaders when they incited their members to anarchy. Above all, they refused to comment on the internal quarrels of the unions, recalling that employers are, most often, those who pay the price for inter-union disputes and raiding."

"Today, the trade union movement is living in the aftermath of what Perreault describes as "the great adventure." The manipulation of the workers has given way to an awareness of the workers' will—which was expressed with remarkable clarity.

"Today, the atmosphere is almost relaxed, Perreault observed in his concluding remarks. We have reached a period of calm, and this period of calm is most appropriate for a rethinking of fundamental labour relations problems. As Québec employers, we believe that this is the most urgent task to be faced now."

The key to understanding the Québec labour movement today lies in understanding the Confederation of National Trade Unions, in the judgment of businessman Charles Perreault, President and Director General of Le conseil du patronat, a federation of employers associations.

Speaking to the most recent meeting of the Industrial Relations Management Association of British Columbia, Perreault explained that the CNTU has always wanted to be an agent for social change, and, since its formation, has aimed its political action at economic and social structures.

The CNTU believes that the worker is the victim of a dehumanizing system, and that government and business are in collusion to maintain the system, that democracy in Québec is a myth, and that workers cannot expect justice unless they exercise power. "These beliefs have been part of the CNTU's arsenal for years, and they serve to support demands such as those aimed at shortening the workweek or justifying the Union's presence in the administration of a corporation's welfare program," Perreault explained.

Thus, negotiations involving the CNTU frequently entail long philosophical discussions; and management negotiators report that the style they use when dealing with the CNTU does not necessarily suit other unions.

A central feature of the CNTU is its policy of bringing labour relations into the political arena. Faced with the growing tendency of government to become involved in labour disputes in the private sector, the CNTU has adopted special tactics. Conflicts are allowed to deteriorate until they become serious economic or social problems, Perreault said. Then, the President of the CNTU steps in and takes over the whole package; and, when a settlement is reached, it is generally favourable to the union. For example, 1966 hospital negotiations lead to the virtual trusteeship of the hospitals as a prerequisite to the settlement of the dispute.

In 1971, the Union's political action became so intense that it could only be called "radicalization," Perreault continued. He described the elements of that radicalization as: verbal exaggeration; public demonstrations; giant rallies; creation of the Common Front—major trade unions united against the provincial government—for negotiations in the public and parapublic sector; the unlimited general strike in these sectors; and disregard of hospital injunctions.

The speaker cited manifestos as another important aspect of radicalization. They have also been used to delineate the philosophies of the various unions.

The CNTU manifesto, "Let's Count on Our Own Resources," stated that the workers must own the economy, and that there is no future in the present economic system. A report of the President of the Québec Federation of Labour, titled **One Front Only**, affirmed that "This society is not made for us."

The manifesto of the Québec Teachers Corporation dwelled on the importance of political action and the creation of a second front." Titled "The School at the Service of the Dominant Class," it reworked "the Manichean arguments of other union documents—the class struggle, and the collusion between the State and the owner class." It recommended that each school form political action committees comprising teachers, students, and office and maintenance personnel.

To explain the goals outlined in these manifestos, the leaders of the three unions crisscrossed Québec, holding rallies in principal centers. It was during these rallies that the worst verbal excesses were heard, Perreault stated. "Situations of violence could have occurred, but fortunately they were rare, although the October 1971 demonstrations against **La Presse** produced mass arrests" and indirectly caused the death of a young woman who suffered a fatal attack of asthma during the incident.

In Perreault's view, the
calization of trade union p
phy probably reached its
during the strike called b
Common Front in the publ
tor, when the leaders ex
members to defy injunction
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"This flouting of authority w
shared by all workers, and c
subsequently occurred with
unions themselves."

As soon as the special legis
ordering the return to w
strikers in the public and
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the dissidents within the
executive—known as "the
Ds": Dalpé, Daigle and
were prepared to recon
compliance. On May 22,
there were 12,000 unionis
hind these three men. "Th
lieved that the CNTU was
able" and that a new
"protected from the machi
of activists and ideologists
needed, Perreault declar
Centrale des Syndicats Dé
tiques held its founding
ence a few weeks later.

INDUSTRIAL AND GEOGRAPHIC DISTRIBUTION OF UNION MEMBERSHIP IN CANADA IN 1971

Membership figures are compiled from survey returns obtained by the Economics and Research Branch of the Canada Department of Labour from national and international union headquarters, central labour congresses and independent organizations, supplemented by other data obtained through the operation of the Corporations and Labour Unions Returns Act. The data obtained in the 19 survey were published in **Labour Organizations in Canada 19**, a handbook that contains statistical tables on union membership and a comprehensive directory of labour organizations active in Canada; names of the principal officers, publications and the distribution of the locals are also included. The statistical data contained in the handbook are Canada-wide totals, broken down by congress affiliation and by type and size of union.

Another survey of individual local unions across the country provides data for the accompanying tables, giving distributions of union membership by industry, by province and by Canada Manpower Centre areas. **There were 2,231,243 union members in Canada in 1971.** Owing to changes in survey techniques, the statistics by industry and area may not be fully comparable with those for previous years. Before 1971, the membership reported by each local was classified in the industry and area in which all (or most members in cases where the members are reported in more than one industry and more than one area) were employed. Beginning in 1971, an attempt was made to allocate membership of individual locals among different industries and areas where the membership was reported in this manner. For this reason the locals in Table 1 and 4 are non-additive, many locals having members in more than one industry and in more than one area.

Table 1 gives the distribution of union membership by industry on the basis of Statistics Canada Standard Industrial Classification (1970).

The information in Table 2 supplements that provided in Table 1. It lists, in alphabetical order, the names of the international and national unions and the independent local organizations that account for more than one-tenth of the organized workers within each of the industry groups. All organizations active within any particular industry group are thus not necessarily shown—only those having more than 10 per cent of the union membership reported in the group.

Table 3 shows union membership by provinces, and Table 4 provides a breakdown of union membership according to the geographic areas served by Canada Manpower Centres. These areas are based on the geographical classification used in the 1966 census and in most cases repeat the boundaries of census subdivisions; in a few cases they follow the boundaries of census enumeration areas.

We wish to acknowledge, with thanks, the co-operation extended by secretaries of union locals in providing information for this analysis.

TABLE 1—UNION MEMBERSHIP BY INDUSTRY, CANADA, 1971†

INDUSTRY GROUP	NO. OF LOCALS	TOTAL MEMBERS	TOTAL FEMALE MEMBERS
AGRICULTURE	5	344	89
FORESTRY	46	32,574	338
FISHING AND TRAPPING	25	2,304	24
MINES, QUARRIES AND OIL WELLS	240	73,582	622
Metal Mines	127	52,714	287
Mineral Fuels	35	7,096	53
Non-Metal (except coal mines)	35	11,417	282
Quarries and Sand Pits	31	1,492	—
Services incidental to Mining	12	863	—
MANUFACTURING INDUSTRIES			
Food	425	78,502	19,598
Beverages	116	12,992	975
Tobacco Products	23	6,465	3,184
Rubber and Plastic Products	98	17,303	3,709
Leather	65	11,373	5,495
Textile	180	32,606	11,941
Knitting Mills	23	2,877	2,078
Clothing	124	49,223	36,898
Wood	160	46,190	1,796
Furniture and Fixture	89	13,816	2,058
Paper and Allied Industries	403	82,976	5,632
Printing, Publishing and Allied Industries	222	32,632	5,515
Primary Metals	235	67,676	1,211
Metal Fabricating	454	60,829	6,756
Machinery	184	29,340	1,123
Transportation Equipment	241	112,790	9,239
Electrical Products	250	61,840	20,043
Non-Metallic Mineral Products	216	24,498	2,277
Petroleum and Coal Products	37	4,796	12
Chemical and Chemical Products	217	23,512	2,488
Miscellaneous Manufacturing	113	13,367	3,532
CONSTRUCTION	650	246,206	1,095
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	2,438	377,145	52,515
Air Transport and Incidental Services	117	18,606	4,363
Railway Transport	908	113,221	3,207
Water Transport and Incidental Services	137	29,525	528
Truck Transport	137	37,002	302
Buses and Street Cars	77	25,063	411
Other Transport	22	1,203	19
Storage	68	7,218	946
Communication	826	99,741	36,900
Electric Power, Gas and Water Utilities	146	45,566	5,839
TRADE	481	86,970	27,665
FINANCE, INSURANCE AND REAL ESTATE	27	2,615	1,545
COMMUNITY, BUSINESS AND PERSONAL SERVICE INDUSTRIES	1,459	281,978	141,846
Education and Related Services	454	55,347	16,950
Health and Welfare	589	147,235	100,496
Religious Organizations	6	348	163
Amusement and Recreation	119	33,981	6,232
Services to Business Management	25	1,928	135
Personal Services	88	7,046	3,885
Accommodation and Food	104	28,407	11,402
Miscellaneous Services	74	7,686	2,583

TABLE 1—UNION MEMBERSHIP BY INDUSTRY, CANADA, 1971†

INDUSTRY GROUP	NO. OF LOCALS	TOTAL MEMBERS	TOTAL FEMALE MEMBERS
PUBLIC ADMINISTRATION	2,208	339,216	77,404
Federal Administration	1,090	144,674	35,772
Provincial Administration	406	99,429	29,336
Local Administration	712	95,113	12,296
Other Government Offices	—	—	—
INDUSTRY UNSPECIFIED	75	2,706	228
TOTAL	*	2,231,243	448,931

*Non-additive: See introductory comments.
†Based on Statistics Canada Standard Industrial Classification (1970) (Cat. No. 12-501).

TABLE 2—UNION REPRESENTATION WITHIN INDUSTRY GROUPS, 1971

INDUSTRY GROUP	UNIONS COMPRISING MORE THAN 10 PER CENT OF THE TOTAL REPORTED MEMBERSHIP IN INDUSTRY GROUP (IN ALPHABETICAL ORDER)
AGRICULTURE	Agriculture Union-PSAC-(CLC) Chemical Workers (AFL-CIO/CLC) Teamsters (Ind.)
FORESTRY	Carpenters (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC) Woodworkers' Federation-UPA-(Ind.)
FISHING AND TRAPPING	B.C. Fishermen (CLC) United Fishermen (Ind.)
MINES, QUARRIES AND OIL WELLS	
METAL MINES	Steel workers (AFL-CIO/CLC)
Mineral Fuels	Mine Workers (CLC)
Non-Metal (except coal mines)	International Operating Engineers (AFL-CIO/CLC) Metallurgists, Mines and Chemical Workers Federation (CNTU) Steelworkers (AFL-CIO/CLC)
Quarries and Sand Pits	Building and Woodworkers Federation (CNTU) Cement Workers (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)
Service Incidental to Mining	Machinists (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)
MANUFACTURING INDUSTRIES	
Food Industries	Bakery Workers (AFL-CIO/CLC) Food Workers (AFL-CIO/CLC) Teamsters (Ind.)
Beverages Industries	Brewery Workers (AFL-CIO/CLC) Distillery Workers (AFL-CIO/CLC)
Tobacco Products Industries	Tobacco Workers (AFL-CIO/CLC)
Rubber and Plastic Products Industries	Rubber Workers (AFL-CIO/CLC)

TABLE 2—UNION REPRESENTATION WITHIN INDUSTRY GROUPS, 1971

INDUSTRY GROUP	UNIONS COMPRISING MORE THAN 10 PER CENT OF THE TOTAL REPORTED MEMBERSHIP IN INDUSTRY GROUP (IN ALPHABETICAL ORDER)
Leather Industries	Boot and Shoe Workers (AFL-CIO/CLC) Clothing Workers' Fed. (CNTU) Food Workers (AFL-CIO/CLC) Leather and Plastic Workers (AFL-CIO/CLC)
Textile Industries	Textile Federation (CNTU) Textile Workers Union (AFL-CIO/CLC) United Textile Workers (AFL-CIO/CLC)
Knitting Mills Industries	Amalagamated Clothing Workers (AFL-CIO/CLC) Clothing Workers' Fed. (CNTU) Textile Workers Union (AFL-CIO/CLC)
Clothing Industries	Amalagamated Clothing Workers (AFL-CIO/CLC) Ladies Garment Workers (AFL-CIO/CLC)
Wood Industries	Carpenters (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC)
Furniture and Fixture Industries	Building and Woodworkers Fed. (CNTU) Steelworkers (AFL-CIO/CLC) Upholsterers (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC)
Paper and Allied Industries	Paper Makers (AFL-CIO/CLC) Pulp and Paper Mill Workers (AFL-CIO/CLC) Pulp and Paper Workers Fed. (CNTU)
Printing, Publishing and Allied Industries	Bookbinders (AFL-CIO/CLC) Graphic Arts Union (AFL-CIO/CLC) Newspaper Guild (AFL-CIO/CLC) Printing Pressmen (AFL-CIO/CLC) Typographical Union (AFL-CIO/CLC)
Primary Metal Industries	Metal, Mines and Chemical Workers' Fed. (CNTU) Steelworkers (AFL-CIO/CLC)
Metal Fabricating Industries	Auto Workers (AFL-CIO/CLC) Machinists (AFL-CIO/CLC) Sheet Metal Workers (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)
Machinery Industries	Auto Workers (AFL-CIO/CLC) Machinists (AFL-CIO/CLC) Steelworekrs (AFL-CIO/CLC)
Transportation Equipment Industries	Auto Workers (AFL-CIO/CLC)
Electrical Products Industries	Cdn Union of Communication Workers (Ind.) I.U.E. (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC) U.E. (Ind.)
Non-Metallic Mineral Products Industries	Cement Workers (AFL-CIO/CLC) Glass and Ceramic Workers (AFL-CIO/CLC)
Petroleum and Coal Products Industries	Oil Workers (AFL-CIO/CLC)
Chemical and Chemical Products Industries	Chemical Workers (AFL-CIO/CLC) District 50 (A.T.W.) (Ind.) Metallurgists, Mines and Chemical Workers Fed. (CNTU) Oil Workers (AFL-CIO/CLC)
Miscellaneous Manufacturing Industries	Auto Workers (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)

ABLE 2—UNION REPRESENTATION WITHIN INDUSTRY GROUPS, 1971

DUSTRY GROUP	UNIONS COMPRISING MORE THAN 10 PER CENT OF THE TOTAL REPORTED MEMBERSHIP IN INDUSTRY GROUP (IN ALPHABETICAL ORDER)
ONSTRUCTION INDUSTRY	Carpenters (AFL-CIO/CLC) I.B.E.W. (AFL-CIO/CLC) Labourers (AFL-CIO/CLC) Plumbers (AFL-CIO/CLC)
TANSPORTATION, COMMUNICATION AND OTHER UTILITIES	
Air Transport and Incidental Services	Airline Employees (CLC) Airline Flight Attendants (CLC) Machinists (AFL-CIO/CLC)
Railway Transport	Maintenance of Way (AFL-CIO/CLC) Railway Carmen (AFL-CIO/CLC) Railway Clerks (AFL-CIO/CLC) Railway, Transport and General Workers (CLC) United Transportation Union (AFL-CIO/CLC)
Water Transport and Incidental Services	I.L.A. (AFL-CIO/CLC) Longshoremen and Warehousemen (CLC) Merchant Service Guild (CLC) Railway, Transport and General Workers (CLC) Seafarers (AFL-CIO/CLC)
Truck Transport	Teamsters (Ind.)
Buses and Street Cars	Transmit Union (AFL-CIO/CLC) Public Service Employees' Fed. (CNTU)
Other Transport	C.U.P.E. (CLC) Public Service Employees' Fed. (CNTU) Railway, Transport, and General Workers (CLC) Teamsters (Ind.)
Storage	Railway Clerks (AFL-CIO/CLC) Rubber Workers (AFL-CIO/CLC) Saskatchewan Wheat Pool Employees (CLC)
Communications	Canadian Telephone Employees (Ind.) Letter Carriers (CLC) Postal Workers (CLC)
Electric Power, Gas and Water Utilities	C.U.P.E. (CLC) I.B.E.W. (AFL-CIO/CLC)
TRADE	Food Workers (AFL-CIO/CLC) Retail Clerks (AFL-CIO/CLC) Retail Wholesale Union (AFL-CIO/CLC)
FINANCE, INSURANCE AND REAL ESTATE	Commerce Federation (CNTU) Office Employees (AFL-CIO/CLC)
COMMUNITY, BUSINESS AND PERSONAL SERVICES INDUSTRIES	
Education and Related Services	C.U.P.E. (CLC) Public Service Employees' Fed. (CNTU)
Health and Welfare Services	C.U.P.E. (CLC) Independent Local Organizations Service Employees Fed. (CNTU)
Religious Organizations	Service Employees Union (AFL-CIO/CLC) Service Employees' Fed. (CNTU)
Amusement and Recreation Services	Musicians (AFL-CIO/CLC)

TABLE 2—UNION REPRESENTATION WITHIN INDUSTRY GROUPS, 1971

INDUSTRY GROUP	UNIONS COMPRISING MORE THAN 10 PER CENT OF THE TOTAL REPORTED MEMBERSHIP IN INDUSTRY GROUP (IN ALPHABETICAL ORDER)
Services to Business Management	CLC Directly Chartered Locals Teamsters (Ind.)
Personal Services	Barbers Association (AFL-CIO/CLC) Barbers Federation (IND.) Laundry Workers (CLC)
Accommodation and Food Services	Hotel Employees (AFL-CIO/CLC) Railway, Transport and General Workers (CLC)
Miscellaneous Services	Labourers (AFL-CIO/CLC) Office Employees (AFL-CIO/CLC) Service Employees Union (AFL-CIO/CLC)
PUBLIC ADMINISTRATION AND DEFENSE	
Federal Administration	National Component-PSAC-(CLC) National Defence-PSAC-(CLC)
Provincial Administration	Alberta Civil Service (Ind.) B.C. Government Employees (CLC) Ontario Civil Service (Ind.) Quebec Government Employees (CNTU)
Local Administration	C.U.P.E. (CLC) Fire Fighters (AFL-CIO/CLC) Public Service Employees' Fed. (CNTU)

TABLE 3—UNION MEMBERSHIP BY PROVINCE, 1971

PROVINCE	NO. OF LOCALS	TOTAL MEMBERS	FEMALE MEMBERS
Newfoundland	164	29,910	1,869
Prince Edward Island	51	3,216	507
Nova Scotia	473	69,977	12,615
New Brunswick	431	51,981	7,551
Québec	2,736	653,673	152,373
Ontario	3,626	878,938	174,619
Manitoba	427	90,810	17,295
Saskatchewan	416	53,306	13,226
Alberta	537	115,871	21,984
British Columbia	952	280,114	46,779
Yukon and N.W.T.	35	3,447	313
TOTAL	9,848	2,231,243	448,931

TABLE 4—UNION MEMBERSHIP BY CANADA MANPOWER CENTRE AREA, 1971

CANADA MANPOWER CENTRE AREA	NO. OF* LOCALS	TOTAL MEMBERS	FEMALE MEMBERS
NEWFOUNDLAND			
Corner Brook	31	3,502	255
Grand Falls	32	8,241	228
Happy Valley	12	3,066	63
St. John's	91	15,388	1,409
PRINCE EDWARD ISLAND			
Charlottetown	44	2,613	496
Summerside	53	3,283	554
NOVA SCOTIA			
Amherst	23	1,526	276
Bridgewater	16	1,563	292
Dartmouth	34	4,000	672
Glace Bay	29	4,308	366
Halifax	135	31,982	6,814
Kentville	38	2,336	450
Liverpool	10	972	35
New Glasgow	49	6,375	757
North Sydney	19	1,091	235
Port Hawkesbury	18	2,046	242
Sydney	73	9,172	1,047
Truro	20	1,489	290
Yarmouth	31	3,105	1,114
NEW BRUNSWICK			
Bathurst	47	5,623	858
Campbellton	31	4,879	688
Edmundston	27	2,501	327
Fredericton	60	7,094	1,358
Moncton	97	11,048	1,602
Newcastle	30	3,191	395
Saint John	109	15,396	1,924
St. Stephen	20	969	217
Woodstock	18	1,473	231
QUEBEC			
Alma	35	3,835	648
Asbestos	11	2,475	136
Baie Comeau	43	7,396	648
Beauharnois	25	2,710	320
Berkingham	17	1,624	261
Causapscal	7	490	129
Candler	17	2,245	470
Chicoutimi	45	10,285	1,594
Clwansville	10	1,630	441
Dolbeau	25	1,408	290
Drummondville	42	6,034	1,894
Farnham	17	3,694	542
Forestville	10	787	50
Gaspé	12	1,964	641
Grand'Mère	1	43	—
Granby	55	5,731	1,709
Hull	69	10,581	1,919
Joliette	63	8,910	2,299
Jonquière	51	11,125	971
L'Assomption	4	570	67
La Malbaie	22	2,175	352
La Tuque	19	2,175	411
Le Megantic	10	663	214
Lachute	17	1,931	281

TABLE 4—UNION MEMBERSHIP BY CANADA MANPOWER CENTRE AREA, 1971

CANADA MANPOWER CENTRE AREA	NO. OF* LOCALS	TOTAL MEMBERS	FEMALE MEMBER
Laval	8	1,758	174
Lévis	51	5,417	1,248
Louisville	7	237	99
Magog	10	3,177	1,327
Maniwaki	9	1,980	123
Matane	16	1,053	278
Mont Laurier	16	1,810	491
Montmagny	20	2,137	353
Montréal	800	341,196	82,417
New Richmond	10	1,734	268
Plessisville	12	2,431	574
Pointe Claire	15	1,293	394
Port Alfred	21	1,925	160
Québec	252	79,361	20,715
Rimouski	41	4,996	1,295
Rivière du Loup	39	2,571	970
Roberval	31	3,042	764
Rouyn	50	6,180	889
Sept-Iles	35	4,220	523
Shawinigan	61	7,808	1,653
Sherbrooke	113	16,398	4,709
Sorel	51	9,151	1,028
St. Hyacinthe	52	6,695	2,457
St. Jean	84	10,480	2,448
St. Jérôme	35	3,666	1,066
Ste. Agathe des Monts	6	345	11-
Ste. Thérèse	33	3,507	59(
Thetford Mines	40	4,805	53(
Trois Rivières	84	14,360	3,39(
Val D'or	59	5,534	64(
Valleyfield	35	4,814	1,24
Victoriaville	39	5,918	1,93(
Ville St. George	28	3,441	1,44(
ONTARIO			
Arnprior	8	680	9
Barrie	38	4,465	1,03
Belleville	63	6,665	1,57
Bracebridge	16	1,152	34
Brampton	67	10,405	2,76
Brantford	67	9,452	2,07
Brockville	29	4,459	1,19
Carleton Place	8	327	9
Chatham	33	5,695	48
Cobourg	32	3,262	74
Collingwood	15	1,805	44
Cornwall	58	6,636	1,09
Elliot Lake	12	1,408	5
Fort Erie	20	989	10
Fort Frances	26	2,579	18
Fort William	12	2,631	4
Galt	70	8,224	1,8
Gananoque	11	994	17
Goderich	19	1,650	45
Guelph	73	9,514	2,7
Hamilton	235	66,491	10,8
Hawkesbury	11	1,022	12
Kapuskasing	22	2,948	1-
Kenora	52	4,680	47
Kingston	68	12,420	2,8
Kirkland Lake	21	2,166	5
Kitchener	103	23,936	5,3

TABLE 4—UNION MEMBERSHIP BY CANADA MANPOWER CENTRE AREA, 1971

CANADA MANPOWER CENTRE AREA	NO. OF* LOCALS	TOTAL MEMBERS	FEMALE MEMBERS
eamington	13	1,990	538
indsay	24	1,290	428
istowel	9	367	10
ondon	149	29,579	6,430
idland	22	2,706	845
apanee	8	450	16
ew Liskeard	15	1,480	247
ewmarket	22	2,378	704
iagara Falls	45	5,524	638
orth Bay	61	5,350	1,110
akville	34	8,790	901
rillia	23	2,593	778
shawa	82	23,838	7,034
ttawa	224	70,745	18,970
wen Sound	35	3,420	957
arry Sound	10	626	89
mbroke	40	3,822	570
rth	4	164	75
terborough	69	11,240	2,327
cton	11	338	45
rt Arthur	120	22,854	3,232
rt Colborne	16	3,104	181
escott	20	2,189	721
nfrew	14	1,023	241
rnia	55	11,257	833
ult Ste. Marie	77	14,836	1,282
mcoe	24	1,476	150
ith Falls	27	2,861	979
Catharines	108	22,102	1,957
Thomas	50	7,813	1,150
atford	43	4,859	1,530
urgeon Falls	10	604	126
dbury	97	33,185	1,967
lsonburg	6	508	92
mmins	53	6,469	645
ronto	768	301,372	65,148
nton	33	3,002	795
lkerton	13	3,932	1,818
llaceburg	12	2,107	759
lland	49	10,127	1,946
ndsor	108	42,809	6,879
odstock	38	6,035	1,644
MANITOBA			
ndon	43	4,003	877
uphin	22	1,124	172
n Flon	13	2,823	61
rden	3	42	3
tage la Prairie	18	1,793	403
Skirk	31	2,746	399
Sinbach	4	301	9
The Pas	33	6,401	465
nnipeg	275	71,381	14,468
SASKATCHEWAN			
Estevan	13	488	117
Lydminster	5	135	91
Melfort	2	25	2
Moose Jaw	39	4,608	1,454
North Battleford	23	1,609	585
Prince Albert	51	5,084	969
Regina	124	20,240	5,125
Saskatoon	120	16,278	3,533
Swift Current	13	1,096	390
Weyburn	12	1,156	486
Yorkton	34	2,087	461

TABLE 4—UNION MEMBERSHIP BY CANADA MANPOWER CENTRE AREA, 1971

CANADA MANPOWER CENTRE AREA	NO. OF* LOCALS	TOTAL MEMBERS	FEMALE MEMBERS
ALBERTA			
Blairmore	10	1,080	147
Calgary	153	40,201	6,081
Drumheller	18	913	122
Edmonton	201	57,997	12,274
Edson	21	2,496	427
Fort McMurray	1	61	10
Grande Prairie	14	1,111	134
Lethbridge	55	4,632	860
Medicine Hat	38	3,085	529
Peace River	13	857	169
Red Deer	37	3,566	1,264
St. Paul	3	74	11
Stettler	4	62	1
BRITISH COLUMBIA			
Abbotsford	20	1,690	383
Campbell River	23	3,747	271
Chilliwack	22	6,330	429
Courtenay	14	1,333	249
Cranbrook	35	4,897	253
Dawson Creek	9	595	52
Fort St. John	8	410	16
Kamloops	51	6,094	576
Kelowna	19	2,816	300
Nanaimo	40	8,553	511
Nelson	26	2,584	141
Penticton	30	3,343	1,696
Port Alberni	18	6,710	149
Powell River	10	424	66
Prince George	45	8,868	617
Prince Rupert	38	3,776	639
Quesnel	8	352	81
Terrace	42	4,364	220
Trail	22	4,153	85
Vancouver	384	185,570	36,478
Vernon	38	3,391	275
Victoria	120	20,123	3,467
Williams Lake	14	701	69
YUKON			
Whitehorse	21	1,950	158
NORTH WEST TERRITORIES			
Inuvik	3	87	
Yellowknife	12	1,418	150

*Non-additive: See introductory comments.

IRICE INDEXES

ONSUMER, APRIL

Te **consumer price index** for Chada (1961=100) **rose 1.1 per cit to 147.3 in April from 145.7 in Mrch.** Food prices, which advaced 2.6 per cent, were again th major contributor to the latest nnth's increase. The level of pces for all-items other than fod rose 0.5 per cent as the clothin index increased 1.4 per cent, hilth and personal care 0.9 per cit, housing 0.4 per cent and recrtion and reading 0.4 per cent; th transportation and tobacco ad alcohol indexes were unchnged. The all-items index advaced 6.6 per cent.

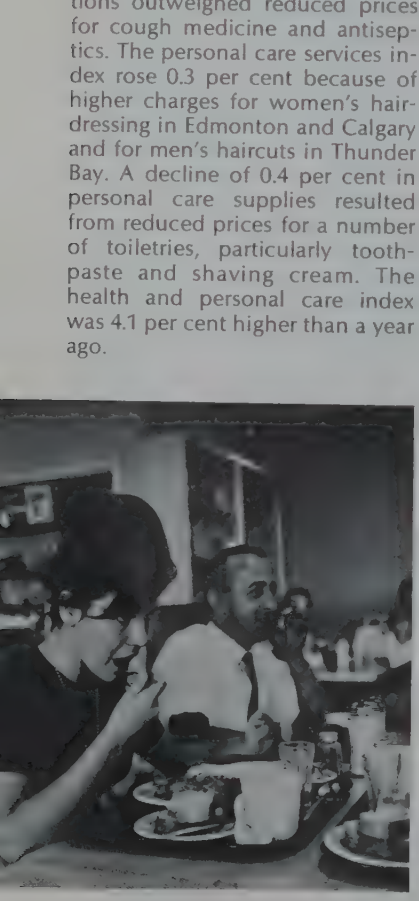
The food index advanced 2.6 per cent to 156.2 in April from 152.2 in March. In the latest month, restaurant meal prices rose 1.4 per cent reflecting increases in many cities; the price level of food consumed at home rose 2.8 per cent. There were higher quotations for meat, milk and fresh produce—important contributors to the price increase of food for home consumption. The index for meat, fish and poultry rose 3.0 per cent—beef 2.3 per cent, pork 2.1 per cent and poultry 6.6 per cent. Since April 1972 the price of beef has risen, on average, more than 16 per cent, pork nearly 30 per cent, and poultry more than 26 per cent. Egg prices increased 8.5 per cent to a level 43 per cent above that of a year ago. Between March and April, the fruit index rose 11.3 per cent. The vegetable index advanced also, despite lower quotations for tomatoes and celery, because of price rises for other produce items, particularly onions. Compared with April 1972, the vegetable index advanced 22 per cent and the fruit index 13 per cent. Between March and April the price of fresh milk rose 4.4 per cent as higher retail quotations were registered in the Maritimes, Quebec, Ontario and British Columbia and higher prices for butter were registered in cities east of Winnipeg. The bakery and cereal products index declined 0.2 per cent mainly because of lower prices for bread in some western cities. Price decreases were also recorded for some other items including soft drinks, sugar and chocolate bars. **Since April 1972, the food index advanced 12.9 per cent** with the price of food consumed at home rising 13.3 per cent and that for restaurant meals 10.7 per cent.

The housing index rose 0.4 per cent to 150.1 in April from 149.5 in March because of increases of 0.5 per cent in the shelter and 0.2 per cent in the household operation components. Within the shelter component, the home-ownership element rose 0.7 per cent because of increases in the indexes for new houses and home-owner repairs. Rents advanced 0.1 per cent. Among household operation items, furniture prices increased, on average, 1.0 per cent. In the appliance index a decline of 0.1 per cent was reflected in reduced prices for vacuum cleaners and refrigerators. Among other household operation items, higher prices were recorded for carpets, drapery material, dishes, saucepans, detergents and toilet paper. **Between April 1972 and April 1973, the housing index advanced 6.0 per cent.**

The clothing index advanced 1.4 per cent to 136.4 from 134.5, and was 4.0 per cent above its level of a year ago. In the latest month the index for women's wear advanced 2.3 per cent, and for men's wear 1.2 per cent, reflecting higher prices for most items surveyed, especially women's coats and dresses, and men's coats, business shirts and suits. There was a rise of 1.0 per cent in footwear prices mainly because of higher quotations for children's shoes and men's and women's street shoes. Higher prices for knitting yarn and cotton material were responsible for an increase of 0.6 per cent in the piece goods index. The children's wear component was unchanged as price rises for some items were offset by reduction in others.

The transportation index was unchanged from its March 1973 level of 133.9 and was 0.7 per cent above its level of April 1972. In the latest month, the automobile operation element was unchanged as lower quotations for gasoline in several Ontario cities and in Winnipeg as well as some reductions in the price of tires, offset scattered price increases for new cars and generally higher motor oil quotations.

The health and personal care index advanced 0.9 per cent to 154.1 from 152.8 mainly because of a 3 per cent increase in dentists' fees that reflected generally higher charges for all services surveyed. Pharmaceutical prices rose 0.1 per cent as higher quotations for laxatives, vitamins and some prescriptions outweighed reduced prices for cough medicine and antiseptics. The personal care services index rose 0.3 per cent because of higher charges for women's hairdressing in Edmonton and Calgary and for men's haircuts in Thunder Bay. A decline of 0.4 per cent in personal care supplies resulted from reduced prices for a number of toiletries, particularly toothpaste and shaving cream. The health and personal care index was 4.1 per cent higher than a year ago.



The recreation and reading index rose 0.4 per cent to 143.0 from 142.5, and was 3.4 per cent above its April 1972 level. The reading component advanced 0.5 per cent in the latest month because of higher newspaper subscription rates in Edmonton. A 0.2 per cent increase in the recreation element reflected generally higher bicycle prices and some increased quotations for toys and phonograph records. Prices of camera film, including processing, were lower.

The tobacco and alcohol index was unchanged from its March level of 135.8, and was 2.8 per cent above its level of April 1972.

Consumer price index items, classified by commodities and services, give another view of the incidence of the change in prices. Between March and April **the services index rose 0.4 per cent** because of higher prices for dental care, shelter services, men's haircuts, women's hairdressing, and increased train and taxi fares. **The total commodities index advanced 1.5 per cent** mainly because of the 2.6 per cent increase in food prices. The component for **nondurable commodities other than food moved up 0.6 per cent** as higher prices for clothing, household cleaning supplies, motor oil, toys and records outweighed reductions for toiletries, gasoline and camera film. A 0.4 per cent rise in durables' prices resulted from higher quotations for furniture, carpets, bicycles and new cars outweighing reductions for automobile tires and for appliances. Between April 1972 and April 1973, the index for commodities advanced 7.0 per cent and that for services rose 5.9 per cent.

CITY CONSUMER, APRIL

Between March and April sumer price indexes rose in gional cities and city-com tions, with increases ranging 0.8 per cent in the prairie inces to 1.9 per cent in Saint N.B. Food indexes advanced cities reflecting higher price most meat, fish and poultry, produce items, milk, eggs and ter, and increased restaurant prices. Lower prices were tered for bread, tomatoes, c ice cream, chocolate bars and drinks. Because of higher and higher prices for some furnishings and supplies, ho components advanced in cities and city-combinations clined in one, and were changed in one. Clothing in advanced in all cities refle higher prices for footwear men's and women's wear. I prices were registered for items of children's apparel cities. Health and personal components rose in ten citie city-combinations because creased dentists' fees and h prices for some pharmaceu toilet soap and, in Thunde and Edmonton-Calgary, incr charges for men's haircuts women's hairdressing. T portation indexes moved u eight cities and city-combina declined in one and were changed in three. Train fares higher across the country a many cities, increased prices registered for new cars, ga and motor oil. Recreation reading indexes rose in cities, and the tobacco and hol components were unch in all centres.

Regional consumer price index point changes between March and April were, on the base 1961=100: Saint John 2.6 to 138.1; Halifax 1.8 to 137.4; St. John's 1.5 to 137.2; Montreal 1.4 to 137.2; Vancouver 1.1 to 138.6; Ottawa 1.3 to 142.5; Toronto 1.2 to 141.3; Winnipeg 1.1 to 139.3; Edmonton-Calgary 1.1 to 139.2; Saskatoon-Regina 1.0 to 138.6; on the base 1969=100: Quebec City 1.2 to 112.0; Thunder Bay 1.1 to 112.2.

City indexes are not as comprehensive in price content as the Canada consumer price index and may underestimate slightly the degree of price movements occurring. In this connection, the shelter component of the city indexes moves on the basis of changes in rents only, changes in both rents and home-ownership costs are included in the Canada index. As a result of home-ownership costs having increased more rapidly than rents, the housing and all-items indexes for cities have tended to underestimate somewhat the rates of price increase, particularly over long periods. Plans are being made by Statistics Canada to incorporate home-ownership prices in city indexes.

WHOLESALE, MARCH

The general wholesale price index (1935–39=100) rose 2.0 per cent to 350.0 from the revised February index of 343.2. It was 15.1 per cent higher than the March 1972 index of 304.0. All eight major group indexes were higher.

The textile products group index rose 4.4 per cent to 309.5 from 296.4 on higher prices for miscellaneous fibre products, worsted and wool cloth and imported and domestic raw wool. An advance of 4.3 per cent to 301.4 from 289.0 in the non-ferrous metals products group index reflected price increases for copper and its products and domestic zinc. Higher prices for livestock, and fresh and cured meats were mainly responsible for a rise of 2.2 per cent to 427.7 from 418.3 in the animal products group index. An advance of 2.1 per cent to 500.0 from 489.7 in the wood products group index reflected price increases for fir, pine, hemlock, cedar and spruce. The vegetable products group index moved up 1.1 per cent to 294.6 from 291.3 on higher prices for potatoes, milled cereal foods and tea, coffee and cocoa. An increase of 1.1 per cent to 252.6 from 249.8 occurred in the chemical products group index on price increases for soaps and detergents, fertilizer materials, and paint and paint materials. Slight increases were recorded in the iron products group index to 344.0 from 342.5 and in the non-metallic minerals group index to 242.8 from 241.9.

IMPROVING JOB PROSPECTS AND WORKING CONDITIONS IN THE PETROLEUM INDUSTRY

Petroleum experts from 24 countries have called for intensified efforts by the International Labour Organization to improve conditions and job prospects in the petroleum industry. The request came in a resolution adopted at the eighth session of the ILO Petroleum Committee, which met recently in Geneva.

The Petroleum Committee is one of nine international industrial committees on which Canada is represented. The committees, created by the ILO in 1945, deal with the labour and social problems of major industries of world importance.

Some 250 oil company mar trade union officials and g ment specialists reviewed opments resulting from the of new technology, from cha attitudes to environmental p tion, and from expansion sponse to rising demands f troleum.

Fther resolutions were adopted o the need to involve employers' a workers' organizations with sdies of working conditions, mtinational corporations, and eironmental problems.

Th Committee called for study of pmissible limits of pollutants, th study and exchange of infor-mtion on various aspects of wking conditions, and the inclu-sin of the petroleum industry in th ILO's proposed studies of the scial effects of multinational cor-pations. The ILO was also asked tolake steps to prepare measures tomitigate harmful social and ednomic effects of environmen-taction.

Th Committee noted that, al-though there had been improve-mhts in safety and health, prob-les remain; governments should prscribe safety and health stan-dds after consultation with em-plyers and workers.

Mre research was advocated into sun matters as job satisfaction di-reed to relieving boredom and imroving motivation, particularly wre there is danger from the mnotony produced by certain aumated processes.

Were contract, subcontract and casual workers are not covered by leislation or collective agree-mhts, efforts by public author-itis and the oil industry should be aied at giving these workers bet-terworking conditions and fair wes.

Th Committee cited the effec-tiveness of the work safety permit sytem—where only properly trned workers are authorized to cay out specific operations—as a 'proper subject for joint em-plyer-worker participation."

In reviewing the work done by the ILO and member states in follow-ing up conclusions and resolu-tions, the Committee stressed the need for governments to provide full information on implementa-tion.

The resolutions and conclusions go to the ILO Governing Body, which then decides on future ac-tion.

Government delegates were John Millons, Assistant Director, Eco-nomics and Research Branch, Can-ada Department of Labour, and G. W. Lawson, Chief Electrical In-spector, Alberta Department of Manpower and Labour.

Worker delegates were C. Neil Reimer, National Director, Oil, Chemical and Atomic Workers In-ternational Union, Edmonton, and R. T. Philp, Representative, Oil, Chemical and Atomic Workers In-ternational Union, North Burnaby, B.C.

Employer delegates were E. J. Gaunt, Manager, Employee Rela-tions, Gulf Oil Canada Limited, Toronto, and A. A. Hoffmann, Manager, Employee Relations, BP Canada Limited, Montreal.

J.D.A.

DECISIONS OF THE UMPIRE

Two principal issues are involved in this appeal. The first was whether there was "financing" of a labour dispute by the claimants and the second was whether those who did not contribute belonged to a grade or class of their fellow workers who did contribute. All the claimants in the standard clerical grouping, to which the representative claimant belonged, were employed in the same premises, represented by the same union, and belonged to the same class of workers. Some of them contributed to the international union strike fund and those who did not were ineligible for benefit.

The representative claimant, a member of Local 7657, USWA, had been employed as a claims and traffic clerk (standard clerical category) from May 18, 1967 to June 23, 1971, when he was laid off because of a job shortage. This was confirmed by his employer on June 29. On June 24, 1971, he filed an application for benefit but was disqualified under Sec. 63 of the Act. On July 21 he appealed to the board of referees.

The insurance officer's submission to the board of referees stated that a labour dispute existed at the premises where the claimant was employed and that the parties involved were ... Limited and Locals 3292 and 7657, USWA, representing office workers. Negotiations toward the renewal of the bargaining agreement of Local 3292, scheduled to expire on January 7, 1971, were initiated on January 5. They continued during several subsequent meetings, but failed, and on June 9 union members voted for strike action. Five days later, 271 of the 276 hourly rated employees covered by the bargaining unit went on strike and picket lines were set up. The remaining five employees did not report for work on their regular shift and as a result there was a complete stoppage of production. The insurance officer gave the following additional information regarding this dispute.

The union representative advised that there would be no strike pay for the first three weeks of the dispute and then the strike pay would not be paid as such, but vouchers would be issued to certain supermarkets for food. Only members in cases of need would be eligible for special assistance. If money was needed for items such as rent, etc., special consideration would be given. In some cases union approved loans could be obtained through credit unions or banks, but only if the strike exceeded one month. Money assigned for food allowances and for special cases, would come from the strike welfare fund.

The employer confirmed that 32 office workers were members of Local 7657, USWA (AFL-CIO), and 12 office workers did not belong to a union. Fifteen workers, two of whom were non-union members, had been laid off because of a job shortage since the strike began.

The business agent of Local stated that members of this contributed $35.78 to the Int tional Union Strike Fund d the past year. Since the h rated employees who are on s are eligible for strike pay or s assistance since July 4, 1971 office workers should also be sidered as financing the dispu

The insurance officer notifie claimant on July 15 that he disqualified from receiving be under Sec. 63 of the Act from 4, 1971 as he had lost his em ment because of a work stop due to a labour dispute "a factory, workshop or other p ises" at which he was employ

The claimant appealed to board of referees on July 21, tending that neither he no members of his grade or cla workers were taking part i nancing, or directly interest the dispute or in its outcome.

In a memorandum to the boa referees, the insurance o stated ... that 95 per cent o work resumed on August 17, a was considered that the di had ended on August 16, Consequently the disqualific that had been imposed or claimant was terminated on gust 16.

According to the union le card, the claimant paid u dues of $5 a month from A 1970 to June 1971, inclusive.

A hearing, held by the boa referees on September 9, 197 attended by the claimant, an officers, who acted on his b The employer was also r sented. The majority board t that an amount was contri to the Strike and Defense Fu

office workers, Local 7657. The claimant and one other employee, because of their classification, made no contributions to the Fund as they were of a grade or class of workers who contributed and therefore came under the terms of Sec. 63 (2) (b) of the Act (1955). By a majority, the board concluded "that there was a labour dispute at the premises where the claimant was employed; that a work stoppage attributable to this dispute took place at these premises; that the claimant lost his employment because of such stoppage; and that the claimant had not proven that there was no participation, financing or direct interest on his part, or on the part of any members of his grade or class of workers, who, immediately before the commencement of the stoppage, were employed at the premises at which the stoppage took place. By a majority vote, the appeal was dismissed."

The dissenting member, expressed the following opinion: "... The striking workers (members of) Local 292, received strike pay commencing July 5 and the insurance officer ruled that ... The claimant was financing the strike and disqualified him under Sec. 63 (1) of the Act (1955). It was pointed out at the hearing that his dues were $5 a month, of which $2.50 was allocated to the Local and $2.50 to the International Union. No money was set aside for a strike and defense fund.

"Further evidence submitted to the board showed that only one other claimant ... was considered to be in the same grade as ... and this claimant also paid only $5 union dues, none of which went toward a strike fund.

"Considering the above facts it is quite evident that no member of ... grade financed the strike.

"The only other question to face the board was the attempt to define 'classification' and how one can say that ... a traffic and claims clerk, could be in the same classification as ... a nurse, one of the claimants, is beyond comprehension.

"For the above reasons I uphold the appeal."

On September 29, the United Steelworkers of America appealed to the Umpire. The claimant countersigned the appeal. In support of the appeal, it was alleged, inter alia, that the claimant did not contribute to a fund and no one in his grade or class contributed to a fund that financed the plant strike.

Following is the text, in part, of the observations of the Commission's Chief, Entitlement Determination:

"A labour dispute, resulting in a stoppage of work, existed between ... Limited and Local 3292, United Steelworkers of America (AFL-CIO). The dispute commenced on June 14, 1971 and strike pay was paid to the members of the union commencing July 5, 1971.

"At the premises where the dispute took place another local of the USWA (AFL-CIO), represented the office workers. This local, Local 7657, contributes some of its dues to a general strike fund in accordance with the provisions of Article XIV of the Constitution of the International Union United Steelworkers of America. The claimant and the other persons listed ... were members of Local 7657, and some members of this union contributed to the strike fund.

"None of the points set out above are in dispute. The two main arguments raised by the union are that neither the test appellant himself nor any member of his grade or class contributed to the strike fund. Further, any contributions made by the members of Local 7657 were too insignificant to have any effect in aiding the cause of the striking workers. In support of this latter argument, the union refers to submissions made to the Umpire in CUB 2918 by the claimant's representative in that case.

"A careful review of the evidence presented before the board at the hearing in September 1971 shows that on the basis of the formula ... did not personally contribute to the strike fund. The same is true of the claimant Mrs. ... From the evidence, it would appear that all the other claimants listed were contributing to the strike fund although the union disputed the situation in regard to the claimant.

"As far as the point raised by the union regarding the negligible amount contributed to the strike fund by Local 7657 is concerned, these arguments have already been dealt with by the Umpire in the decision in CUB 2918. As there has been no change in the wording of the sections of the Unemployment Insurance Act dealing with the financing of a labour dispute it is considered that the previous jurisprudence is applicable.

"... The minority report disputes the fact that the type of work being performed by these individuals was so homogeneous that they could be considered of the same grade or class. The example that he quotes is the difference in work between the nurse and the representative claimant, a traffic and claims clerk. Both these positions are listed in the same category of standard clerical by the union agreement Article 26.02, as are all the other claimants except Mr. ... Unless some other basis can be found for dividing the members of Local 7657 into grades or classes it appears that in this present case the provisions of Article 26 of their own union agreement is an equitable basis and that all claimants represented by this appeal must be considered to be of a grade or class of workers that was contributing to the strike fund."

The case was heard by the Umpire on April 20, 1972. The claimant was not present.

There are two principal issues in this appeal, the Umpire said in his decision. The first is whether there was "financing" of the labour dispute by the claimants.

"I dealt with the matter of 'financing' a labour dispute, within the meaning of Sec. 63 (2) of the Act, as it then was, in CUB-2918, dated January 15, 1970. In that case there was a payment of 50 cents per capita per month to an international strike fund, and I held that there was 'financing.'

"The 1971 Act has not changed the substance or purpose of the said Sec. 63 (2), and much of what I said in CUB-2918 can be said in this case also.

"The evidence indicates that in accordance with the union's Constitution members of Local 7657 contributed $35.78 to the International Union's Strike and Defense Fund in the second half of 1970. Evidence was not given as to amounts contributed prior to or after that period. The Fund is financed by dues of members as set forth in Article XIV, Sec. 7 (b) of the union's Constitution, which provides that amounts of monthly dues in excess of $5 "shall be divided equally between the Strike and Defense Fund, the International Union and the Local Union. Of this amount, one third shall be retained by the International Secretary-Treasurer, one third shall be deposited by him in the separate Strike and Defense Fund provided for in Sec. 15 of this Article, and one third shall be returned or sent to the local union financial secretary as a per capita refund."

The union's audit report for July–December, 1970, shows that local unions in District No. 6, Central and Western Canada, which includes Local 7657, contributed a total of $491,575.37 to the Fund, including the $35.78 from Local 7657.

Although the $35.78 from Local 7657 is a relatively small amount, the scheme called for continuing contributions that collectively would finance the Fund, and Local 7657 provided its due share of the total. When looked at in the context of the long-range scheme of financing of the Fund and its purposes and availability, I do not regard the contributions by members of Local 7657 as so insignificant as not to be considered as 'financing' within the meaning of Sec. 63. (2).

"... commencing July 5 the
was used in support of the w
ers on strike at the premises
cerned, that is, the premises w
the dispute, stoppage of work
loss of employment occu
How much was actually paid
the Fund for that purpose wa
disclosed.

"Nine claimants are represent
this appeal. Some of them did
contribute to the Fund. The
ond issue, therefore, is who
those who did not contribute
long to a grade or class of the
low workers who did contri
The information supplied by
employer and set forth in
memorandum dated Decemb
1971, gives the job titles and
of pay of the nine claimants
claimants ... paid only $5
month dues and consequentl
not contribute to the Fund. A
others had rates that would
them contributors. All the c
ants ... except a draughtsm
the technical grouping and
was a contributor to the
were in the standard cle
grouping.

"While it is arguable, as argue
behalf of the claimants by t
union representatives, that t
workers in the standard cl
grouping were of separate g
and classes, I am of the op
that all the claimants in t
grouping, employed in the
premises and represented by t
same union as bargaining ag
belonged to the same cla
workers. Some of them co-ri
uted to the Fund, and those
did not are consequently no b
to take advantage of the relie
visions of Sec. 63. (2).

"The appeal, representative a t
is therefore dismissed."

BOOK REVIEWS

The Fall and Rise of Jimmy Hoffa; by Walter Sheridan; Doubleday Canada Ltd., Toronto; 554 pages; $12.95.

After 17 years' involvement in investigating the dealings of Jimmy Hoffa and the Teamsters Union, Walter Sheridan has recorded the results of his meticulous research in a book. The product is an impressive volume devoted to charging Hoffa with a series of questionable, shady, and often blatantly illegal, actions.

The book traces Hoffa's rise from truck loader with the Kroger Company in Detroit, 1931, through the local and regional hierarchy of the Teamsters, to president of the largest union in North America. In his climb to the top, Hoffa made use of such underworld elements as the Mafia and Detroit's Purple Gang, Sheridan claims. Hoffa was also expert at setting himself up as the power between employer and employee, with his personal involvement necessary before a strike or settlement could take place.

The Teamsters' pension fund was early seen by Hoffa as providing a ready capital pool, says Sheridan. In the early 1950s, Hoffa manipulated the bidding for the Michigan Conference pension fund so that the Union Casualty Company got the award, despite lower bids being made. Allen Dorfman, head of Union Casualty and a friend of Hoffa's, soon became rich by plundering funds and charging excessive commissions, according to the author. Hoffa, too, made personal use of the fund money, investing it in a Florida land deal called Sun Valley, Inc.

It was this misuse of funds that first brought Hoffa into major legal trouble—this was the offence for which Robert Kennedy, as Attorney General of the United States, decided to prosecute Hoffa. The decision to pursue this offence, as opposed to many others that had been brought out by the Senate Select Committee on Improper Activities in the Labour or Management Field, was made on the recommendations of a grand jury investigation. And it was conviction on this charge that sent Hoffa to jail and began the movement to return Hoffa to the Teamster leadership.

The procedures against Hoffa, the pitfalls and setbacks suffered by his prosecutors, and his eventual conviction are all carefully chronicled in the book. **One particularly interesting facet is the example of honest union members confronted by gangsters taking over their locals.** Such a case involved Barney Matual, president of a Teamsters local in La Salle, Illinois. Matual was confronted in 1954 by Hoffa and several other Teamsters leaders who demanded that Matual's local and three others merge with another local whose leader had previously been convicted of stealing from an employer. Matual and the three other local presidents refused, instead forming a united local with Matual as the president.

In the following weeks, Matual was intimidated by union opponents, confronted by Hoffa, and threatened with trusteeship of his local. Matual reported what was happening to the members of his local, and won their overwhelming support. The Teamsters set up a rival local and began raiding Matual's local. At this point, Matual and his members withdrew from the Teamsters and affiliated with the United Mine Workers.

When one company that Matual's newly affiliated UMW local had a contract with refused to recognize the new affiliation, a strike ensued and the rival Teamster local brought in strikebreakers against the picket lines set up by Matual's

local. The mayor of La Salle eventually interceded and called on the National Labour Relations Board to conduct an election to choose which local had bargaining rights.

Also documented are cases of intervention by Richard Nixon in Hoffa's imprisonment, and Sheridan's allegations that Nixon traded Hoffa's political support for a shortening of the Teamster leader's prison sentence. The book concludes with Sheridan remarking that, while Nixon is now in power and Hoffa hopes for a pardon to re-enter union activity, "the coffers of the corrupters continue to grow and the victims increase in numbers and in their feelings of hopelessness."

The American Worker: An Endangered Species; by Franklin Wallick; Ballantine Books; New York, N.Y.; 224 pages; $1.50 in paperback.

Claimed by its author to be "the first popularized overview of occupational health," this book deals with some of the dangers faced by American industrial workers and the actions that can, or are, being taken to remove them.

Noting that, among American workers, health and safety hazards rank as the number two complaint in a scale of nineteen sources of worker discontent, Wallick points out that employees are paying increased attention to their workplace environment. There are 80 million American workers today and 57 million of them are covered by the 1970 Occupational Safety and Health Act. Of those 80 million, according to Wallick, an estimated one in twenty will come down with some occupational disease or illness each year, and this estimate may prove conservative when information gathered under the terms of the Act is tabulated.

The author outlines industrial health hazards such as noise pollution, air pollution, atomic radiation and dangerous working conditions, as well as such industry-related diseases as the black disease of coal miners and a tosis among asbestos workers ticular cases are studied w workers have become injure diseased because of working ditions; instances where gerous conditions still preva also recorded by Wallick.

After pointing out the danger book urges workers to speak against unsafe or unhealthy w ing conditions and to take ad tage of the protection offere the new Act. "It is your life health," says Wallick, "and have a basic right to know e thing that affects it. No burea or scientist or union officia any right to bamboozle you words or ideas which don't any sense."

Wallick has been editor o United Auto Workers' w newsletter, **UAW Washingto port,** since 1963. During 196 1970 he was deeply involv the campaign to pass a na worker health and safety law.

PUBLICATIONS IN THE LIBRARY

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No. 5—Corporate Canada; 14 probes into the workings of a branch-plant economy. Edited by Rae Murphy and Mark Starowicz. With an introduction by Mel Watkins. Toronto, James Lewis & Samuel, 1972. 156 p.

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RAILWAY ARBITRATION

Case No. 403. Dispute invo
the Canadian National Rai
Company and the Brotherhoo
Railway, Airline and Steam
Clerks, Freight Handlers, Exp
and Station Employees over c
pensation for lost wages.

An employee applied for a job
vertised as file clerk. He was
nied the position on the basis
he could not type, and appe
the decision on the grounds
typing had not been listed as
specification. The Union
manded that the employee
awarded the position and
pensated for loss of wages.
Company refused.

The arbitrator ruled that, sinc
ability to type varies from
clerical position to another, th
quirement should have
stipulated in the job bulletin
ruled that the employee wa
gible for the job from the tim
first posting until the date
the bulletin was revised to s
late typing ability, and that h
reimbursed for any loss at ea
he may have suffered durin
period. The grievance was up

Case No. 404. Dispute bet
Canadian (Pacific) Express
and the Brotherhood of Ra
Airline and Steamship C
Freight Handlers, Express an
tion Employees regarding pay
of special allowance for ma
livery.

A company bulletin listed
for a vehicleman that wer
same as duties listed for the
tion of mail service clerk
other bulletin. The Brothe
contended that, becaus
duties were the same, the ma
vice clerks should receiv
same special allowance ext
to vehiclemen.

The arbitrator noted that the special allowance for vehiclemen does not apply to any other category of employee, and that a mail service clerk is not the same as a vehicleman.

He dismissed the grievance.

Case No. 405. Dispute involving CP Rail and the Transportation-Communication Division, Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees concerning an employee's loss of position.

A dispatcher was notified that he would be displaced by a former company official who was returning to the bargaining unit.

The Brotherhood contended that the dispatcher was improperly displaced under an article of the collective agreement.

The Company contended that the returning employee was exercising the seniority rights included in the agreement.

The arbitrator ruled that the seniority rights of the returning employee were valid and that his seniority had not been affected by being temporarily out of the bargaining unit.

The grievance was dismissed.

Case No. 406. Dispute between CP Rail and the United Transportation Union over the right of yardmen to work and yardmasters when working with a trackmobile within the confines of a repair shop and the right of yardmasters to supervise them.

The Company notified the Union that repair shop employees would handle cars within the confines of the shop, by using a trackmobile, although this would result in the displacement of one yard crew and yardmaster.

The Union contended that the collective agreement restricts car placement to yardmen, when using a trackmobile, and supervision of the yard crew when working within the shop to yardmasters.

The company contended that the work was not restricted solely to yardmen and a yardmaster, as long as a yard engine was not used.

The arbitrator ruled that yardmen do not have the exclusive right to work with trackmobiles within the repair shop area, nor do yardmasters have sole right to supervise the work.

The grievance was dismissed.

GENERAL TOPICS

EMPLOYMENT REVIEW, APRIL

There were an estimated 9,099,000 persons in the labour force in April, of which 8,529,000 were employed and 570,000 were unemployed, Statistics Canada reported.

The seasonally adjusted level of employment increased for the seventh successive month and pushed the level to 8,757,000 in April. Employment for married men age 25-54 rose slightly to 3,184,000 between March and April and the level for married women in the same age group declined to 1,271,000. For persons age 14-24, the level increased to 2,261,000. On a seasonally adjusted basis, the employment level increased in all regions except in British Columbia where there was little change. In Ontario it continued to increase.

The seasonally adjusted unemployment level decreased by 12,000 to 500,000. The level of unemployment for married men 25-50 years of age decreased also, declining to 105,000. By duration the long-term seasonally adjusted unemployment level (unemployed four months or more) continued to decrease, and the short-term unemployment to increase, over the month.

The seasonally adjusted unemployment rate decreased to 5.4 from 5.5. For married men 25-54 years of age the rate declined to 3.2 and the rate for married women in that age group decreased to 3.1. The seasonally adjusted wage rates decreased in all regions except Ontario where there was little change. Between March and April the rates declined 0.5 in the Prairies, and 0.4 in the Atlantic region, Québec and British Columbia.

By age groups, the seasonall justed unemployment rat creased for persons 14-24 ye age and the rates for person 25-54, and 55 years and showed little change.

The seasonally adjusted part tion rate remained at 57.7 in

There was an increase in th sonally adjusted employ level for full-time workers th smaller than the large gains cent months. After a decline past several months, there w increase in part-time work th curred mainly among men.

seasonally adjusted participa-
rate decreased for men −0.1,
for women −0.4, and in-
ed +0.4 for all persons 14-24
of age. Regionally, the sea-
ly adjusted participation rate
ased in the Atlantic region
Ontario, and decreased in
th Columbia, Québec and the
ies.

MPLOYMENT, U.S.

nemployment rate, at 5.0 per
was unchanged in April; to-
nemployment, after seasonal
tment, remained at 4,400,000.
employment was unchanged
3,900,000 (seasonally ad-
d). Employment in manufac-
continued to rise, reaching
sasonally adjusted level of
,00,000 compared with
,000 in March but the num-
workers employed in manu-
ring remained below the
of 20,300,000 reached in Au-
1969. Since April 1972, unem-
ment declined by 520,000. The
ployment rate a year ago
.8 per cent compared with
per cent in April 1973.

unemployment rate among
agers advanced 15.4 per cent
14.2 in March. This increase
ffset slightly by an increase
e employment of adult
n.

UNEMPLOYMENT INSURANCE

During March 1973, there were 58,401 investigations finalized across Canada. Of these, 16,777 were on-premises investigations and 25,387 were selective investigations to verify the fulfilment of statutory conditions. The remaining 4,909 formal investigations and 11,328 post-audit investigations were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 8,853. Prosecutions were commenced in 200 cases, all against claimants.

During April 1973, there were 46,090 investigations finalized across Canada. Of these 8,462 were on-premises investigations and 26,882 were selective investigations to verify the fulfilment of statutory conditions. The remaining 4,676 formal investigations and 6,070 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 4,175. Prosecutions were commenced in 138 cases, all against claimants.

JULY CREDITS

Photos. NFB: Cover, p. 423, 450, 451, 457, 461, 468, 469, 471, 472, 477, 480, 487. International Labour Office, Geneva: p. 427, p. 463. British Information Service, London: p. 428. Australian Information Service Photograph: p. 428.

Photo Features, Ottawa: Inside cover, p. 433, 435, 436, 437, 438, 465. Tom Bochsler Photography, Hamilton: p. 458. Thomas Studio, Ottawa: p. 460. Information Services Michigan State University, USA: p. 466. Bob Cunningham Photography, Don Mills: p. 467. Bob Bailey Photography, Houston, Texas: p. 472. Inn Studios Ltd., Toronto: p. 473. Canadian National: p. 486.

CORRECTIONS

The introductory paragraph of the article titled "Bank of Canada Viewpoint . . ." on page 278 of the May **Labour Gazette** can be found on page 325 under the heading "Bank of Canada."

The article "Does Canada Need Wage and Price Controls?" on page 280 of the May **Labour Gazette** was written by George Sanderson.

The CRLA Brief and the article entitled "An Industrial Relations Course for Ontario Schools," appearing in the May issue of **The Labour Gazette,** were written by Jim MacSween.

Part 6 of the series of articles on Canadian labour legislation did not reach the **Gazette** office in time for the printer; it will appear in the August issue.

ED.

On page 239 of the April issue of **The Labour Gazette,** the last sentence in the second paragraph in the middle column should be amended to read as follows:
"Though the Council has been established since 1969, its greatest growth occurred during last year and it currently represents 20,000 union members belonging to Canadian national unions. Rowley estimates that there is an approximate total of 800,000 Canadian workers in national unions.

CONCILIATION

During April the Minister of Labour appointed conciliation officers to deal with the following disputes:

Maritime Employers Association (acting for and on behalf of the Shipping Federation of Canada Inc.), Port of Halifax, N.S., and International Longshoremen's Association, Local 269 (Conciliation Officers: C. A. Ogden and R. L. Kervin).

Bunge of Canada Limited, Québec, Qué., and International Longshoremen's Association, Local 1739 (Conciliation Officer: M. Archambault).

Les Reichelt Trucking Limited, Burnaby, B.C., and General Truck Drivers and Helpers, Local 31 (Conciliation Officer: G. W. Rogers).

C. H. Cates & Son (Tugs) Ltd., North Vancouver, B.C., and Seafarers' International Union of Canada (Conciliation Officer: G. W. Rogers).

Canadian National Steamship Company Ltd., Vancouver, B.C., and Canadian Merchant Service Guild, Western Branch (Conciliation Officer: A. A. Franklin).

Transair Limited, Winnipeg International Airport, and International Association of Machinists and Aerospace Workers (representing employees in the maintenance department) (Conciliation Officer: A. E. Koppel).

Transair Limited, Winnipeg International Airport, and International Association of Machinists and Aerospace Workers (representing employees in the traffic department) (Conciliation Officer: A. E. Koppel).

Colossal Carriers Limited, Montreal, Qué., and Transport Drivers, Warehousemen and Helpers' Union, Local 106 (Conciliation Officer: J. J. de Gaspe Loranger).

H. G. Snyder Trucking Inc., St-Laurent, Qué., and Tra... Drivers, Warehousemen ... Helpers' Union, Local 106 (C... liation Officer: J. J. de Gasp... ranger).

Télé-Capitale Ltée, Ste-Foy, ... (CFCM-TV and CKMI-T... merly La Télévision de Q... and National Associat... Broadcast Employees and ... nicians (Conciliation Offic... Payne).

Eldorado Nuclear Limited (... and Exploration Division), ... rado, Sask., and United ... workers of America, Loca... (Conciliation Officer: A. E. ... pel).

Air Canada and Internat... sociation of Machinists a... space Workers, District Lo... (representing employe... maintenance, customer ... and purchasing and ... branches of Air Canada) ... liation Officer: R. N. Gray).

Atomic Energy of Canada ... (Chalk River Nuclear L... tories), Chalk River, Ont., ... ternational Union of Op... Engineers, Local 920 (Con... Officer: T. B. McRae).

Canadian National Hotels ... (Macdonald Hotel), Edm... Alta., and International U... Operating Engineers, Loc... (Conciliation Officer: A. A. ... lin).

Western Terminals Limited ... ner Brook, Nfld., and Broth... of Railway, Airline and Ste... Clerks, Freight Handlers, ... and Station Employees, Lo... (Conciliation Officer: W. ... lies).

...me Employers Association ...g for and on behalf of the ...ng Federation of Canada ... Port of Saint John, N.B. and ...rnational Longshoremen's As...tion, Local 176 (checkers) ...iation Officer: C. A. Og-

... Distributors Limited, Ke... B.C., and Brewery and Soft ... Workers' Union, Local 300, ...nternational Union of United ...ery, Flour, Cereal, Soft Drink ...stillery Workers of America ...ation Officer: G. W. Ro-

... Laurentides Inc. (CKJL), ...erome, Qué., and le Syndi...éral des Communications, ... CKJL (Conciliation Offi... de Gaspe Loranger).

...rways Transportation Lim...Weston, Ont., and Canadian ...hood of Railway, Transport ...General Workers (represent...t of dispatchers and order ... (Conciliation Officer: H. A. ...

... dated Aviation Fueling ...ices Limited, Toronto In...onal Airport, and Interna... Association of Machinists ...Aerospace Workers (repre... a unit of skycap person... Conciliation Officer: K. ...

...an Pacific Limited (British ... Coast Steamship Ser... Vancouver, B.C., and Cana... Merchant Service Guild ...ation Officer: A. A. Frank-

Settlements by conciliation officers. Lakehead Track Installation Company, Thunder Bay, Ont., and Canadian Brotherhood of Railway, Transport and General Workers, Local 32 (Conciliation Officer: A. E. Koppel) (LG, June, p. 405).

Cape Breton Development Corporation (Coal Division), Sydney, N.S., and Canadian Brotherhood of Railway, Transport and General Workers, Local 504 (clerical employees), Local 509 (technical employees) and Local 510 (shotfirers and examiners) (Conciliation Officer: C. A. Ogden) (LG, May, p. 334).

Denison Mines Limited, Elliot Lake, Ont., and United Steelworkers of America (Conciliation Officer: T. B. McRae) (LG, May, p. 334).

Charterways Transportation Limited (Air Terminal Transport Division), Mississauga, Ont., and Fuel, Bus, Limousine, Petroleum Drivers and Allied Employees, Local 352 (Conciliation Officer: M. Carson) (LG, April, p. 249).

Conciliation board appointed. Atomic Energy of Canada Limited and Atomic Energy Allied Council (comprising ten various unions representing employees at the Chalk River Nuclear Laboratories, and the International Association of Machinists and Aerospace Workers, Lodge 608 that represents specified hourly rate employees of the Whiteshell Nuclear Research Establishment at Pinawa, Man.) (LG, June, p. 405).

Conciliation boards fully constituted. The Board of Conciliation and Investigation established to deal with a dispute between Great Lakes Pilotage Authority, Cornwall, Ont. and Public Service Alliance of Canada (LG, June, p. 406) was fully constituted with the appointment of Professor C. G. Simmons of Kingston, as chairman. Professor Simmons was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Colin A. Morley, Toronto, and union nominee G. G. McCaffrey, Ottawa.

The Board of Conciliation and Investigation established to deal with a dispute between Air Canada and Canadian Air Line Employees' Association (representing employees of the Air Canada Finance Branch—Winnipeg) (LG, June, p. 406) was fully constituted with the appointment of J. S. Gunn of Winnipeg, as chairman. Mr. Gunn was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee T. F. Hercus, Winnipeg, and union nominee John Skoberg, Moose Jaw, Sask.

Strike action. Les Armateurs du St. Laurent Inc., Point au Pic, Qué., and Seafarers' International Union of Canada (representing unlicensed employees aboard the M/V "Maurice Desgagnés") (strike commenced April 9 and terminated April 14) (LG, June, p. 407).

LABOUR STATISTICS

Principal Items	Date	Amount	Percentage Change from Previous Month	Pr
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*				
Week ended April 21, 1973		9,099	+ 1.1	
Employed	April	8,529	+ 1.7	
Agriculture	"	468	+ 9.1	
Non-agriculture	"	8,060	+ 1.3	
Paid workers	"	7,519	+ 1.2	
At work 35 hours or more	"	3,496	− 47.0	
At work less than 35 hours	"	4,653	+ 257.1	
Employed but not at work	"	380	− 21.6	
Unemployed	"	570	− 6.2	
Atlantic	"	80	− 1.2	
Québec	"	201	− 7.8	
Ontario	"	157	− 2.5	
Prairie	"	63	− 14.9	
British Columbia	"	69	− 6.8	
Without work and seeking work	"	539	− 4.3	
On temporary layoff up to 30 days	"	30	− 33.3	
INDUSTRIAL EMPLOYMENT (1961 = 100)†	January	128.4	− 0.9	
Manufacturing employment (1961 = 100)†	"	123.6	+ 0.7	
IMMIGRATION	1st 6 mos. 1972	86,787	−	
Destined to the labour force	"	42,417	−	
STRIKES AND LOCKOUTS				
Strikes and lockouts	March	88	− 3.3	
No. of workers involved	"	19,024	+ 18.5	
Duration in man days	"	242,870	+ 20.8	
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†	January	155.39	− 2.4	
Average hourly earnings (mfg.)†	"	3.71	+ 0.5	
Average weekly hours paid†	"	40.0	+ 3.9	
Consumer price index (1961 = 100)	"	144.5	+ 0.8	
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	"	137.5	+ 4.0	
Total labour income (Millions of dollars)†	"	4,934.3	− 0.1	
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	March	210.3	+ 0.5	
Manufacturing	"	206.5	+ 0.5	
Durables	"	241.6	+ 1.8	
Non-durables	"	178.8	− 0.8	
NEW RESIDENTIAL CONSTRUCTION**				
Starts	March	33,367	+ 276	
Completions	"	40,983	+ 231	
Under construction	"	−	−	

*Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada. In addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
†Advance data.
‡Preliminary.
**Centres of 10,000 population or more.

RIKES AND LOCKOUTS

atical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department bour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three bs in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includes all o ers reported on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leading to the o stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

IKES AND LOCKOUTS, 1968-1973

th or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year: Strikes and Lockouts	Strikes and Lockouts in Existence During Month or Year: Workers Involved	Duration in Man-Days: Man-Days	Duration in Man-Days: Per Cent of Estimated Working Time
9	559	582	223,562	5,032,730	0.32
9	566	595	306,799	7,751,880	0.46
9	503	542	261,706	6,539,560	0.39
9	547	569	239,631	2,866,590	0.16
9	492	532	690,667	7,848,360	0.43
9 –March	42	89	231,431	365,950	0.24
April	44	95	233,060	1,832,300	1.31
May	57	109	62,854	936,540	0.59
June	66	127	131,278	1,214,620	0.75
July	42	100	94,666	1,104,230	0.71
August	34	86	36,209	617,060	0.36
September	45	95	33,340	462,470	0.32
*October	31	78	29,501	419,520	0.27
*November	37	92	32,703	368,520	0.24
*December	19	78	11,318	155,220	0.11
97 –January	30	89	12,318	186,830	0.12
February	31	91	16,048	201,110	0.14
March	36	88	19,024	242,870	0.15

* Preliminary. †Revised.

RES AND LOCKOUTS, MARCH, 1973, DUSTRY (PRELIMINARY)

dustry	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
y	—	—	—	—
e	3	4	1,895	19,390
nufacturing	24	50	9,848	127,670
nstruction	2	12	2,045	32,040
nsportation and utilities	1	6	619	9,320
de	2	7	1,280	26,220
are	—	—	—	—
h	4	9	3,337	28,230
blic administration	—	—	—	—
ALL INDUSTRIES	36	88	19,024	242,870

STRIKES AND LOCKOUTS, MARCH, 1973, BY JURISDICTION (PRELIMINARY)

Jurisdiction	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	3	4	1,877	19,600
Prince Edward Island	—	—	—	—
Nova Scotia	3	3	229	710
New Brunswick	—	3	166	1,940
Quebec	4	17	5,133	66,860
Ontario	15	29	5,590	67,290
Manitoba	2	5	291	2,200
Saskatchewan	1	4	328	6,610
Alberta	2	3	1,621	24,650
British Columbia	6	17	3,622	50,510
Federal	—	3	167	2,500
ALL JURISDICTIONS	36	88	19,024	242,870

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MARCH 1973 (PRELIMINARY)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: December	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Mines						
METAL						
Brenda Mines Ltd., Peachland, B.C.	Steelworkers Loc. 7618 (AFL-CIO/CLC)	290	4,540	4,540	Mar. 10 –	Wages, fringe benefits–
American Smelting & Refining Co., Buchans, Nfld.	Steelworkers Loc. 5457 & I.B.E.W. Loc. 674 (AFL-CIO/CLC)	570	6,840	6,840	Mar. 15 –	Wages–
Wabush Mines, Wabush, Nfld.	Steelworkers Loc. 6285 (AFL-CIO/CLC)	820	3,280	3,280	Mar. 23 Mar 29	Firing of one employe cause–Return of worker ding arbitration board.
NON-METAL						
Duval Potash Company, Saskatoon, Sask.	Steelworkers Loc. 7458 (AFL-CIO/CLC)	215	4,730	4,950	Feb. 28 –	Wages, job classification
Manufacturing						
FOOD & BEVERAGES						
Dare Food (Biscuit Division) Ltd., Kitchener, Ont.	Brewery Workers Loc. 173 (AFL-CIO/CLC)	380	8,360	79,950	May 26 –	Wages, hours–
Bonavista Cold Storage Ltd., Bonavista, Nfld.	Food Workers Loc. 1253 (AFL-CIO/CLC)	357	9,220	73,010	June 29 –	Wages, Hours, overtim paid holidays–
Hershey Chocolate of Canada, Smiths Falls, Ont.	Retail, Wholesale Employees Loc. 461 (AFL-CIO/CLC)	153	3,370	7,200	Jan. 25 –	Wages–
Hiram Walker & Sons Ltd., Winfield, B.C.	Distillery Workers Loc. 202 (AFL-CIO/CLC)	126	2,770	3,900	Feb. 16 –	Parity with Ontario plant
Hiram Walker & Sons Ltd., Windsor, Ont.	Distillery Workers Loc. 61 (AFL-CIO/CLC)	600		300	Feb. 28 Mar. 1	In support of B.C. plant- of workers when liq Windsor plant would shipped to B.C.
B.C. Distillery Co. Ltd., Thomas Adams Distillers, New Westminster and Vancouver, B.C.	Distillery Workers Loc. 69 (AFL-CIO/CLC)	190	4,080	4,080	Mar. 1 –	Wages, pension plan, va

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MARCH 1973 (PRELIMINARY) (CONT.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days December	Duration in Man-Days Accumulated	Starting Date Termination Date	Major Issues Result
Hiram Walker & Sons Ltd., Windsor, Ont.	Distillery Workers Loc. 61 (AFL-CIO/CLC)	600	600	600	Mar. 5 Mar. 6	Support of B.C. strikes—Assurance that the liquor produced in Windsor would not be sent to B.C.
Bonavista Cold Storage Company, Grand Bank, Nfld.	Food Workers Loc. 1251 (AFL-CIO/CLC)	130	260	260	Mar. 31 —	Dispute over heating problem—
RUBBER						
Firestone Tire & Rubber, Joliette, Que.	Rubber Workers Loc. 790 (AFL-CIO/CLC)	300	2,100	2,100	Mar. 22 —	Delayed negotiations in a new contract—
TEXTILES						
Truck Mills Co. Ltd., Sherbrooke, Cowansville and St-Jean, Que.	Textile Workers Union Locs. 1671, 1690 and 1693 (AFL-CIO/CLC)	1,150	25,300	25,300	Feb. 10 —	Wages, hours, fringe benefits—
Consolidated Textiles Limited, Ste. Hyacinthe and Joliette, Que.	Syndicat du Textile de Soie Inc., (CSD)	325	650	650	Mar. 29 —	Wages, 5-day work week—
WOOD						
MacMillan Bloedel Ltd., Red Band, B.C.	Woodworkers Loc. 1-217 (AFL-CIO/CLC)	190	4,180	37,620	June 19 —	Not reported—
Canadian Forest Products, Huntting-Merritt, B.C.	Woodworkers Loc. 1-427 (AFL-CIO/CLC)	200	4,400	27,600	Sept. 13 —	Protest against the suspension of fellow workers for alleged slowdown—
MacMillan Bloedel Pomass Division, Port Alberni, B.C.	Woodworkers Loc. 1-85 (AFL-CIO/CLC)	1,000	2,000	2,000	Mar. 9 Mar. 12	Protesting the suspension of three workers—Return of workers further discussions.
PRIMARY METALS						
Metal Industries Association (representing four foundries companies), Vancouver area, B.C.	Steelworkers Loc. 6721 (AFL-CIO/CLC)	300	6,600	9,300	Feb. 16 —	Wages—
Ontario Malleable Iron Co. Ltd., Oshawa, Ont.	Steelworkers Loc. 1500 (AFL-CIO/CLC)	300	6,600	6,900	Feb. 28 —	Wages, shorter work week, protective contract language—
Western Canada Steel Ltd., Vancouver, B.C.	Steelworkers Loc. 3302 (AFL-CIO/CLC)	300	3,600	3,600	Mar. 15 —	Wages, hours—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MARCH 1973 (PRELIMINARY) (CONT.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days December	 Accumulated	Starting Date Termination Date	Major Issues Result
METAL FABRICATING						
Locweld & Forge Products Ltd., Montreal, Que.	Steelworkers Loc. 2366 (AFL-CIO/CLC)	160	3,520	35,360	July 25 –	Not reported–
Firestone Steel Products of Canada Ltd., London, Ont.	Auto Workers Loc. 27 (CLC)	300	6,600	15,300	Jan. 19 –	Wages, other benefits–
Foster Wheeler Ltd., St. Catharines, Ont.	Steelworkers Loc. 6519 (AFL-CIO/CLC)	150	150	150	Mar. 5 Mar. 6	Protesting disciplinary a Return of workers.
MACHINERY						
Borg Warner (Canada) Ltd., Byron, Jackson, Division, Scarborough, Ont.	Machinists Loc. 235 (AFL-CIO/CLC)	110	1,650	1,650	Mar. 12 –	Wages, pension plan, benefits–
TRANSPORTATION EQUIPMENT						
Dominion Auto Accessories Ltd., Windsor and Toronto, Ont.	Auto Workers Locs. 195 and 252 (CLC)	255	5,610	7,140	Feb. 20 –	Cost of living & fringe fits
Champion Spark Plug, Windsor, Ont.	Auto Workers Loc. 195 (CLC)	175	70	70	Mar. 8 Mar. 8	Dispute over the suspe two employees–Ret workers.
National Steel Car Corp., Hamilton, Ont.	Steelworkers Loc. 7135 (AFL-CIO/CLC)	700	1,400	1,400	Mar. 12 Mar. 14	Protesting firing of one Return of workers.
Champion Spark Plug, Windsor, Ont.	Auto Workers Loc. 195 (CLC)	175	40	40	Mar. 13 Mar. 13	Not reported–Not repo
Tecumseh Metal Products Ltd., Windsor, Ont.	Auto Workers Loc. 195 (CLC)	100	230	230	Mar. 14 Mar. 16	Not reported–Return ers pending discussi tween union and man officials.
ELECTRICAL PRODUCTS						
ITE Circuit Breaker (Canada) Ltd., EPD Division, Cooksville, Ont.	I.B.E.W. Loc. 1590 (AFL-CIO/CLC)	211	2,220	2,220	Mar. 16 –	Wages, fringe benefits–
NON-METALLIC MINERAL PRODUCTS						
Cegelec Industries Inc., La Prairie, Que.	Metallurgists, Miners & Chemical Workers Fed'n. (CNTU)	170	3,740	38,420	May 10 –	Delayed negotiations contract–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MARCH 1973 (PRELIMINARY) (CONT.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days December	Duration in Man-Days Accumulated	Starting Date Termination Date	Major Issues Result
Consumer Glass Co., Lavington, B.C.	Glass Workers Loc. 257 (AFL-CIO/CLC)	361	7,220	7,220	Mar. 5 –	360 employees respected the picket line of one employee–
CHEMICAL PRODUCTS						
Eddy Match Company Ltd., Pembroke, Ont.	Carpenters Loc. 3175 (AFL-CIO/CLC)	175	1,750	1,750	Mar. 19 –	Seniority clause–
Construction						
Canadian Elevator Manufacturers Assoc., Province-wide, Ont.	Elevator Constructors Locs. 50, 90 and 96 (AFL-CIO/CLC)	1,200	19,200	167,430	Aug. 29 Mar. 23	Protest in the lack of progress in negotiations for a national contract–Return of workers when government secured passage of a bill providing compulsory arbitration.
Canadian Elevator Manufacturers, Vancouver and Burnaby, B.C.	Elevator Con- structors Loc. 82 (AFL-CIO/CLC)	227	4,990	32,000	Sep. 8 –	Protest over lack of progress in negotiating a national contract–
The Canadian Eleva- tor Manufacturers, Edmonton & Calgary, Alta.	Elevator Con- structors Locs. 122 & 130 (AFL-CIO/CLC)	200	3,400	23,400	Oct. 5 Mar. 26	Wages, fringe benefits, union jurisdiction–Return of workers under previous agreement pending final agreement on a national basis.
Dican & Black & Macdonald, Lavida, Que.	QFL	110	1,870	3,080	Feb. 14 Mar. 26	Wages–Average wage increase of 63¢ an hr.
Hert Construction Ltd., Winnipeg, Man.	Labourers, Loc. 101 & Carpenters, Loc. 343 (AFL-CIO/CLC)	147	70	70	Mar. 29 Mar. 29	Protesting against failure of the general contractor to give them holiday and vacation pay owed, them since December–Return of workers when issue settled.
Transportation & Utilities						
TRANSPORTATION						
*Wardair Canada Ltd., Edmonton, Calgary, Vancouver & Toronto.	Canadian Air Line Flight Attendants' Association (CLC)	102	1,460	4,740	Jan. 12 Mar. 21	Wages, hours–Return of stewardesses when agreement reached.
COMMUNICATION						
Maritime Telegraph & Telephone Co. Ltd., Halifax, N.S.	I.B.E.W. Loc. 1030 (AFL-CIO/CLC)	149	150	150	Mar. 15 Mar. 16	Schedule change in hours of work–Return of long-distance telephone operators pending discussions between union and management.

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MARCH 1973 (PRELIMINARY) (CONC

Industry Employer — Location	Union	Workers Involved	Duration in Man-Days December	Duration in Man-Days Accumulated	Starting Date Termination Date	Major Issues Result
POWER, GAS AND WATER						
Windsor Utilities Commission, Windsor, Ont.	I.B.E.W. Loc. 911 (AFL-CIO/CLC)	270	5,940	7,020	Feb. 23 —	Wages, dental plan—
Various Garages in Que., Various Locations in Que.	Metallurgists' Miners and Chemical Workers Fed'n. (CNTU)	1,020	22,440	28,120	Feb. 21 —	Wages, hours, holidays—
Nine independent drug stores, Vancouver, Coquitlam and New Westminster, B.C.	Retail Clerks Loc. 1518 (AFL-CIO/CLC)	110	2,420	2,970	Feb. 23 —	Negotiating the first cont
Service						
EDUCATION						
Sault Ste. Marie Board of Education, Sault Ste. Marie, Ont.	Public Employees Loc. 216 (CLC)	241	—	1,210	Feb. 22 Mar. 1	Fringe benefits—Not repo
Southern Alberta School Authorities Association, Southern Alberta.	Alberta Teachers' Association	1,400	21,000	21,000	Mar. 12 —	Wages, fringe benefits—
School District, No. 57, Various locations, B.C.	International Operating Engineers Loc. 858 (AFL-CIO/CLC)	245	1,960	1,960	Mar. 14 Mar. 26	Wages—14% wage increa 17 months.
University of Montreal, Université de Montréal, Montréal, Que.	Public Employees (CLC) and Public Service Employees' Federation (CNTU)	1,500	1,500	1,500	Mar. 26 Mar. 27	Job classification, sick a Return of workers pend ther negotiations.

*Federal Jursidiction

NADA DEPARTMENT OF LABOUR PUBLICATIONS

al Relations Research in Canada (annual). An inventory of in- relations research undertaken by the Department, other gov- t departments, academic institutions and private individuals. st. No. L2-29/1972.

OMICS AND RESEARCH BRANCH

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